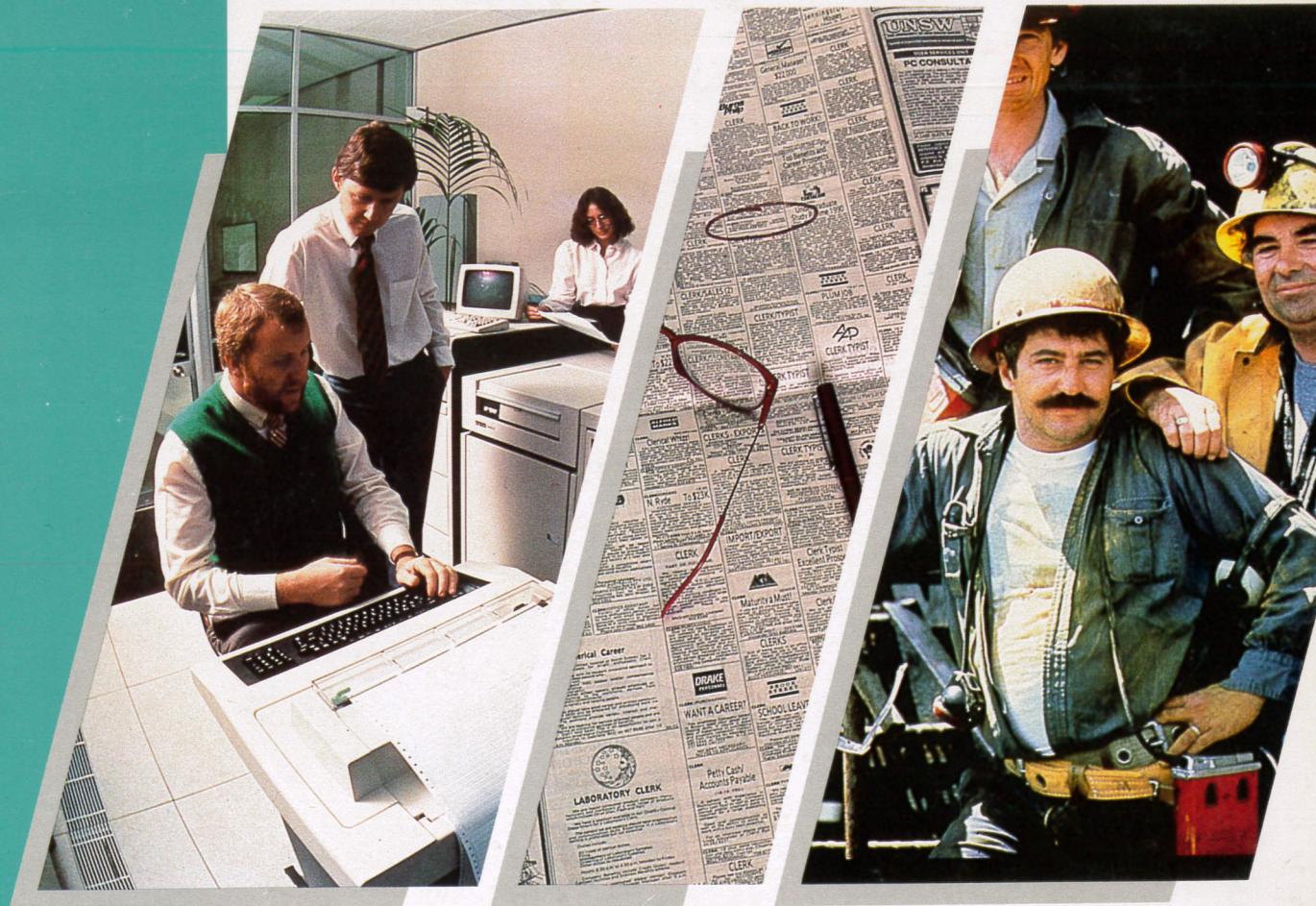




1989 LABOUR STATISTICS AUSTRALIA



**LABOUR STATISTICS
AUSTRALIA, 1989**



IAN CASTLES
Australian Statistician

AUSTRALIAN BUREAU OF STATISTICS
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INQUIRIES

- *for further information about statistics in this publication and the availability of related unpublished statistics contact Information Services on Canberra (06) 252 6007, 252 6627, 252 5402 or any ABS State office, or the Labour Statistics Section in any ABS State office.*

 - *for information about other ABS statistics and services please refer to the back page of this publication.*
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GENERAL INFORMATION

Symbols

The following *symbols*, where shown in columns of figures or elsewhere in tables, mean:

- n.a. not available
- .. not applicable
- nil or rounded to zero
- break in continuity of series
- * subject to sampling variability too high for most practical uses
- r figures or series revised since previous issue

Other

Figures have been rounded and discrepancies may occur between sums of the component items and totals.

PREFACE

This publication presents a statistical summary of the operations of the Australian labour market. Topics covered include employment, underemployment and unemployment; award rates, earnings, income and labour costs; hours of work, industrial relations and training. International comparisons of the more important labour statistics series are also provided.

The publication has been developed primarily as a reference document, offering an overview of the labour market data produced by the ABS, and providing a base for analysis and research on any aspect of the labour market. It is also of value to those who want only an overall picture and to those who require an introduction to the range of ABS labour statistics. Throughout each chapter, some of the more significant elements and trends of the Australian labour market have been highlighted.

Readers should note that the data presented in the publication do not cover the full range of labour statistics produced by the ABS. More detailed information is contained in the specific ABS publications indicated at the bottom of each chart or table and listed in Data Sources on page 142. Individual publications also contain details of ABS officers who may be contacted for further information about the statistics.

The statistics shown are the latest available as at April 1990 and generally relate to the calendar year 1989. Wherever possible, a time series of the principal characteristics is provided. Definitions are given in the Glossary on page 154, and information on methods of collection and concepts are given in the Technical Notes on page 145.

Australian Bureau of Statistics
Belconnen, A.C.T. 2616

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INTRODUCTION

LABOUR STATISTICS - A BROAD FIELD

User demand on the ABS in the field of labour market statistics has been considerable and consistent over many years and has led to continued improvements in both the quality and comprehensiveness of the data.

Nevertheless, because pressure comes from users in both the economic and social areas, and because their specific needs for data are many and varied, the demand for an even more comprehensive service continues unabated.

Broadly, and at some risk of oversimplification, users tend to be interested in the following topics:

- the social, demographic, industrial, occupational, educational and labour force characteristics of the working age population, including employment and unemployment levels;
- income and non-wage benefits derived from the efforts of labour, and award rates of pay and their relationship to overall income;
- work patterns, hours of work, job satisfaction and work preferences;
- industrial relations;
- labour costs and labour productivity;
- the relationship of labour market indicators to other social and economic data; and
- training and career paths.

SOURCES OF LABOUR STATISTICS

The ABS draws from a mix of household and employer based surveys and administrative data to produce the wide range of labour market statistics currently available.

Household Surveys

Household Surveys include the monthly Labour Force Survey, supplementary surveys carried out in conjunction with the Labour Force Survey and a set of separate special household surveys employing appropriate methodologies.

The *Labour Force Survey* has been conducted by the ABS from the early 1960s. Collection of monthly labour force data began in February 1978, prior to which it had been conducted at quarterly intervals.

Supplementary Surveys attached to the Labour Force Survey have been conducted since the 1960s. They enable the ABS to collect information on new topics or to obtain more detail on topics already covered in the Labour Force Survey. Since the mid-seventies, the range of topics which have been covered by the supplementary survey program has increased markedly, and the conduct of some

surveys on a regular basis has led to the development of time series of various social and labour force indicators.

Special Supplementary Surveys are generally large scale omnibus surveys covering topics considered too complex or sensitive to be incorporated into a monthly supplementary survey. Some of the more recent topics related to the labour market covered by this collection vehicle include

- *Career Paths of Persons with Trade Qualifications, 1989* (6243.0) which sought information from persons with trade qualifications classified by - how and when qualified, whether ever worked in trade, frequency of use of trade skills, whether ever left the trade and if so, when and why. Other information collected includes demographic and labour force characteristics.
- *Career Paths of Qualified Nurses, 1989* (6277.0) which sought information from persons who had ever qualified as either registered or enrolled nurses classified by - how and when qualified, whether ever worked in nursing, nursing position held, whether ever left nursing and if so, when and why. Other information collected includes demographic and labour force characteristics.
- *How Workers Get Their Training, 1989* (6278.0) which collected information from persons who were wage and salary earners in the last twelve months classified by - educational attainment, work history, qualifications needed to obtain job, training courses and on-the-job training undertaken in the last twelve months, demographic and labour force characteristics.
- *Income Distribution Survey, 1986* (6546.0) which collected data on persons with earned income, their levels of income and demographic and social characteristics.
- *1988-89 Household Expenditure Survey (HES)*, a twelve month field enumeration which began in July 1988 — the main objective was to obtain data on 'household expenditure', namely expenditure on goods and services for private consumption. For more information on the HES refer to *Information Paper: 1988-89 Household Expenditure Survey, Australia* (6527.0).
- *Alternative Working Arrangements, September-November 1986* (6341.0) which obtained information about certain aspects of the working arrangements of employees and their preferences for changes to those arrangements.
- *Child Care Arrangements, June 1987* (4401.0) which obtained information on child care

arrangements made by persons responsible for children under 12 years of age.

A list of publications derived from supplementary and special surveys relating to the labour force is shown on page 144.

For more information on the population survey program, see *Population Survey Program, Australia, 1990-91*.

Employer Based Surveys

For many years, estimates of civilian employees, average weekly earnings, distribution and composition of employee earnings and hours and job vacancies and overtime were based on a statistical framework constructed from lists of employers subject to payroll tax, supplemented by lists of government employers, religious and benevolent institutions and other non-profit organisations. Following a review conducted in 1981, it was concluded that the civilian employees series had substantially underestimated the rate of growth in employment because a significant number of small businesses were exempt from payroll tax. This deficiency in coverage of small businesses also adversely affected the quality of data on average weekly earnings because small businesses were under-represented in estimates based on the payroll tax framework.

In the light of the review, it was decided that the information required would be best obtained directly from employers using sample surveys based on the ABS register of businesses and organisations. Consequently, a new integrated statistical system based on the business register was developed. Since May 1983, the following new or upgraded surveys have been introduced:

- Quarterly Survey of Average Weekly Earnings;
- Quarterly Survey of Employment and Earnings;
- Quarterly Survey of Overtime;
- Quarterly Survey of Job Vacancies;
- Annual Survey of Employee Earnings and Hours;
- Surveys of Labour Costs and Wage Costs; and
- Survey of Employer Training Expenditure.

To provide a statistical link between the old and new series, the interim surveys have been conducted in parallel with the new Surveys of Employment and Earnings and Average Weekly Earnings for the September and December quarters 1983. Further details on the new statistical series outlined above have been published in *Information Paper : New Statistical Series — Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0).

The Survey of Employee Earnings and Hours was conducted annually to 1981, again in 1983 and then annually from 1985 onwards. The survey of Labour Costs

has been conducted annually since 1985-86, covering both the public and private sectors since 1986-87. The first *Training Expenditure Survey* was conducted in 1989.

Census of Population and Housing

Censuses of Population and Housing, conducted every five years, obtain information about the labour force, including social and demographic characteristics and occupation and industry profiles.

A Guide to Labour Statistics

The publication of *A Guide to Labour Statistics* (6102.0) was released in early 1986. The Guide provides an overview of:

- the development of labour statistics in Australia;
- major International Labour Organisation conventions providing the rationale for such statistics;
- the concepts, methodology and sources of ABS labour market data;
- the comparability between different ABS and non-ABS data sources.

The development of the Guide grew out of a recognition by the ABS that users required more than the ongoing issue of ABS labour market data. The Guide is structured according to subject matter topics similar to chapter headings used in this publication, and is intended as a companion volume to this publication. (Some updating of the Guide is being undertaken with a view to release of a new edition later in 1991.)

CLASSIFICATIONS

Australian Standard Classification of Occupations (ASCO)

ASCO is a skill-based classification of occupations developed as a national standard for the production and analysis of labour force statistics, human resources management, education planning, the listing of job applicants and vacancies, the provision of occupational information, conducting social and epidemiological research and for vocational guidance. The First Edition of ASCO was released in September 1986 as the result of an extensive joint project undertaken by the ABS and the Department of Employment and Industrial Relations (DEIR) (now the Department of Employment, Education and Training).

The classification groups occupations on the basis of type of work performed. This criterion has been interpreted in terms of two variables: skill level and skill specialisation. The skill level of an occupation (not of an individual) is defined in terms of the length and type of training normally required for the satisfactory performance of the primary tasks involved. The skill specialisation of an occupation is defined in terms of the field of knowledge required, tools and equipment used, materials worked on, and goods and services produced.

These variables were used to group jobs into 1,079 occupations, 282 unit groups, 52 minor groups and 8 major groups. At major group level, groups are separated principally according to skill *level*; at the lower levels the skill *specialisation* criterion is applied in successively finer degrees of detail.

ASCO was introduced into ABS collections from May 1986, and is now used in all ABS censuses and surveys where occupation data are collected, including the five yearly Census of Population and Housing, the Monthly Population Survey and the Annual Survey of Employee Earnings and Hours. In these collections data are coded at the unit group level but it is planned that occupation responses obtained in the 1991 Census of Population and Housing will be coded at the occupation level of ASCO.

In 1990, ASCO was introduced into administrative by-product statistics such as births, deaths and divorces. The data are coded at minor group level using an automatic coding system operating on occupation title responses only. Data on overseas arrivals and departures are now coded to the unit group level of ASCO.

Data on occupation in ABS labour statistics collected before 1986 were coded to the Classification and Classified List of Occupations (CCLO). While the titles of some of the groups in the two classifications are similar, the content of these groups is different because occupations are grouped according to different criteria. These differences are likely to be accentuated by the introduction of a structured method for coding survey data to ASCO. Extreme caution must therefore be exercised in attempting to compare data coded to CCLO with that coded to ASCO.

A cross-tabulation of the two classifications at the major group level was presented in Table 41 of the August 1986 issue of *The Labour Force, Australia* (6203.0). The estimates contained in this table were produced by coding a sub-sample of occupation responses from the May 1986 Labour Force Survey to both ASCO and CCLO. Occupation data from the 1986 Survey of Employee Earnings and Hours were coded to both classifications and presented in the May 1986 issue of *The Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0). More detailed information on the relationship between ASCO and CCLO is presented in *Census 86 - ASCO/CCLO Link* (2182.0) and *Census 86 - ASCO/CCLO Link File : Technical Details* (2199.0). (See also *Information Paper: ASCO - Australian Standard Classification of Occupations* (1221.0).)

CCLO was originally based on the 1958 version of the International Standard Classification of Occupations (ISCO) and thus afforded Australian labour force statistics some international comparability. There were many severe criticisms of CCLO and thus ASCO was developed using a completely different conceptual approach. Since the publication of ASCO in 1986, ISCO (1988) has been revised using a very similar conceptual approach to that adopted for ASCO. Other countries such as the United

Kingdom and Canada are currently revising their national classifications along similar lines.

The following publications about ASCO are available from the ABS:

1. *Information Paper : ASCO- Australian Standard Classification of Occupations* (1221.0). This paper provides an introduction to the Australian Standard Classification of Occupations (ASCO), including an overview of the ASCO structure, the ASCO Coding System and a guide to interpreting ASCO statistics. It also provides details of other publications dealing with the relationship between ASCO and CCLO.
2. *ASCO Statistical Classification* (1222.0) outlines the conceptual basis and structure of ASCO, and provides definitions of the major, minor and unit groups in the classification. It is intended principally as an aid in interpreting statistics coded to ASCO.
3. *ASCO Occupation definitions* (1223.0) comprises the definitions of the 1,079 occupations at the most detailed level of the classification, and the Keyword Index of Structure Titles.
4. *ASCO Expert Coding System: Unit Level* (1224.0) includes a Coder's Guide, User's Guide and printed copies of the coding indexes in alphabetical and numerical order. The system runs on IBM XT, AT or PS/2 compatible microcomputers.
5. *ASCO Manual Coding System: Unit Group Level* (1987) (1225.0) details the procedures and provides the indexes required for the accurate manual coding of survey responses to ASCO. Other indexes contained in the *Statistical Classification* and the *ASCO Dictionary* are not suitable for this purpose.
6. *ASCO Keyword Index of Unit Group Tasks* (1228.0) is primarily designed to assist in resolving problems arising in the course of coding occupation descriptions to the unit group level of ASCO. It is particularly useful in finding the correct ASCO code for an occupation when no title or an inadequate title is available and the coder needs to use task information. It is not intended to be a coding document in its own right, but rather a guide to locating relevant unit group definitions.
7. *ASCO Expert Coding System: Occupation Level* (1226.0) is similar to 1224.0 but enables the coding of occupation information to the occupation level of ASCO (1,079 categories).

The *ASCO Dictionary* (AGPS cat. No. 85 1291 0) was produced jointly by ABS and DEIR (now the Department of Employment, Education and Training) and contains descriptions of all groups in the classification

down to the occupation level. It is published by the Australian Government Publishing Service and is available from AGPS bookshops.

Australian Standard Industrial Classification (ASIC)

ASIC has been designed primarily as a system for classifying establishments, e.g. individual mines, factories,

shops, etc., by industry. An "industry" i.e. an individual class or group, etc. in ASIC consists of the establishments which have been classified to it. ASIC may also be used for classifying other statistical units such as enterprises.

CHAPTER 1

SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

This chapter presents a brief summary of the more important population statistics which impact on the present or future structure and activities of the labour market. Important factors highlighted in the statistics include current trends in population growth, the age-sex composition of the population and projections of the population of working age. Details of overseas settler arrivals provide a further pointer to the future make-up of the population. Other population related factors which are included in the statistics presented include the family background of the population, levels of educational attainment, and characteristics of migrants.

Population

The estimated resident population of Australia at 30 June 1989 was 16,833,100, an increase of 294,900 since 30 June 1988. Of the growth during the last twelve months, 45 per cent was achieved through natural increase (131,300) with overseas migration (163,600) contributing the remaining 55 per cent. The increase from overseas migration consists of net permanent and long term migration. (It includes an adjustment for 'category jumping' i.e. changes in travel intentions, for example when an Australian resident departing for a short-term visit overseas (stating that he/she intends to stay abroad for less than 12 months) in fact stays more than 12 months, thereby changing his/her travel category from short-term to long term). The annual growth rate for the year 1988-89 of 1.8 per cent was fractionally higher than the 1.7 per cent for the previous year.

Principal features of current trends in population growth are low and declining fertility, increasing longevity and high levels of net overseas migration gains. Natural increase, i.e. births minus deaths, is relatively steady because the lower birth rate is being offset by the lower death rate. Net overseas migration, however, is at historically high levels. The combined outcome of these trends is high levels of total population growth and a gradual ageing of the Australian population.

Over the decade since 30 June 1979, for example, the median age of the population has risen from 29.1 years to 31.9 years. The dependency ratio for 0-14 year-olds (i.e. population aged 0-14 years per thousand persons aged 15-64) has declined from 39.44 in 1979 to 32.98 in 1989 and the dependency ratio for persons aged 65 years and over (i.e. expressed per thousand population aged 15-64 years) has risen from 14.53 in 1979 to 16.49 in 1989. The working-age population has also been ageing, though at a slower rate. The proportion of the population in the young working ages 15-24 has declined from 17.6 per cent in 1979 to 16.4 in 1989, but the proportion in the older working ages 50-64 years has also fallen from 14.4 per cent to 13.4 per cent. The median age of the population of working age (15-64 years) has risen from 33.1 years to 34.3 years over the ten-year period.

At 30 June 1989 the population aged 15-64 years was 11,261,600. Despite the older profile, the numbers of people in this age group have been increasing at a faster rate (now 19.5% higher than 1979) than the population as a whole (16.0% higher) due to the concentration of overseas arrivals in this age group. The proportion of Australia's population which is of working age has consequently risen. In 1979 it comprised 64.9 per cent of the population; in 1989 it was 66.9 per cent.

Implications for the future age profile of the work-force are illustrated in Charts 1.3 - 1.6. These demonstrate the outcome of certain assumed fertility/mortality/migration trends as described the Technical Notes. Four alternative combinations (A,B,C and D) of these assumptions have been selected for the period up to year 2031. Series A and B would result in the highest population increase, followed by C and then D. The outcome for the size of the workforce would be in the same order. (The median age of the labour force, however, would be in reverse order, but within a very narrow range.)

The projections show that the labour force will, like the population as a whole, be growing older. The median age of persons in the labour force will rise from 35.34 in 1989 to approximately 41.00 in the year 2031 (assuming no change in the present patterns and practices of retirement from the labour force).

Projections of the population in the younger working ages, 15-24 years, show that growth rates are much lower than for ages 25 and over. After 1993 numbers decline slightly for a few years as the effect of lower numbers of births in the 1970's impacts on the 15-24 age group. The series then diverge, but only within a narrow range. Series A and B project a steady rise until the year 2031 but Series C projects a very small increase and series D actually shows a decline.

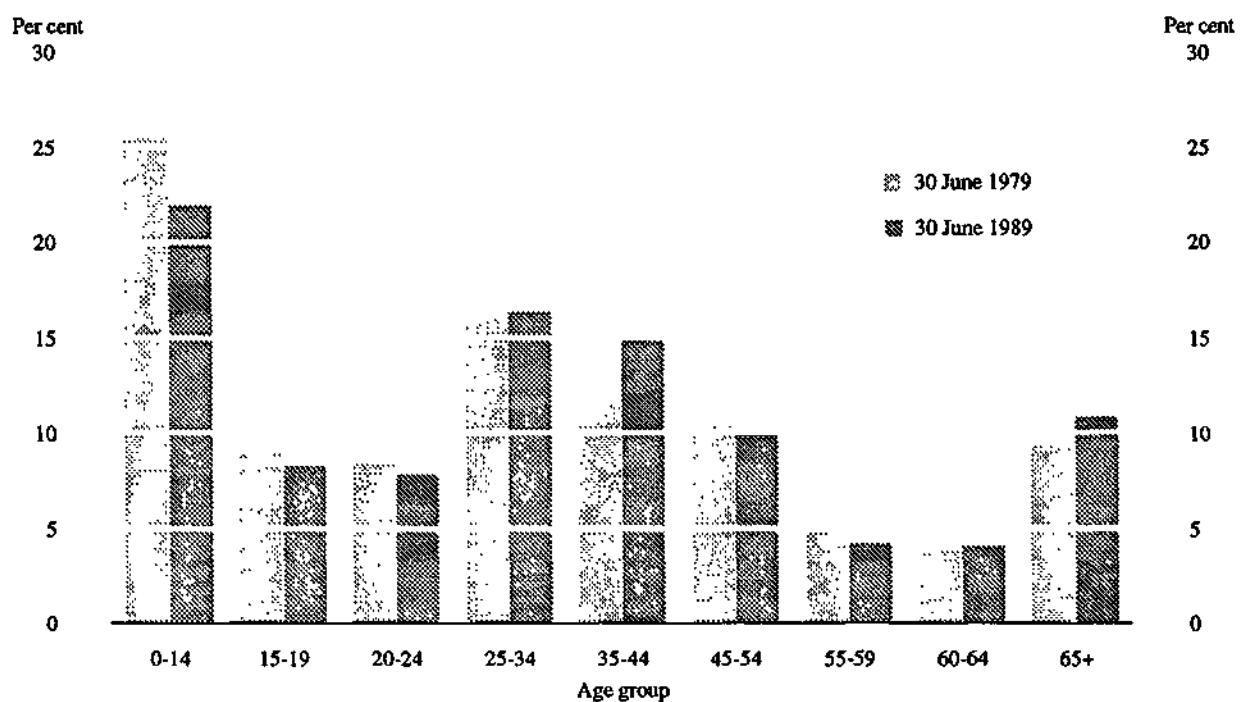
In comparison substantial increases in numbers are projected for the prime working age-group (25-49 years) and also the older working ages (50 to 64 years). A levelling off may occur for the 25-49 age group if series D assumptions prevail, but only after a considerable increase during the remaining years of this century.

TABLE 1.1. ESTIMATED RESIDENT POPULATION BY AGE GROUPS, AUSTRALIA,
30 JUNE 1986, 1987, 1988 and 1989

Age group	Number				Per cent of total population			
	1986	1987	1988	1989	1986	1987	1988	1989
MALES								
0-4	619,020	622,934	627,128	634,547	3.86	3.83	3.79	3.77
5-9	604,878	612,694	624,509	635,942	3.78	3.77	3.78	3.78
10-14	672,202	652,201	640,221	633,390	4.20	4.01	3.87	3.76
15-19	688,551	709,293	721,490	724,741	4.30	4.36	4.36	4.31
20-24	680,422	674,622	674,272	682,201	4.25	4.15	4.08	4.05
25-29	681,757	696,539	709,726	717,358	4.26	4.28	4.29	4.26
30-34	635,695	649,383	665,373	687,154	3.97	3.99	4.02	4.08
35-39	641,746	635,059	641,312	651,140	4.01	3.90	3.88	3.87
40-44	520,117	564,371	599,470	622,865	3.25	3.47	3.62	3.70
45-49	433,181	446,167	461,794	486,115	2.70	2.74	2.79	2.89
50-54	376,999	385,307	394,521	405,586	2.35	2.37	2.39	2.41
55-59	384,834	380,195	375,549	372,202	2.40	2.34	2.27	2.21
60-64	351,599	355,007	359,938	362,850	2.19	2.18	2.18	2.16
65-69	266,052	278,823	292,740	307,901	1.66	1.71	1.77	1.83
70-74	209,344	213,023	212,637	211,366	1.31	1.31	1.29	1.26
75-79	132,742	138,037	144,082	151,622	0.83	0.85	0.87	0.90
80-84	66,341	70,440	73,934	77,191	0.41	0.43	0.45	0.46
85 and over	34,707	36,446	38,354	40,630	0.22	0.22	0.23	0.24
All ages	8,000,187	8,120,541	8,257,050	8,404,801	49.94	49.93	49.93	49.93
FEMALES								
0-4	589,465	593,703	598,678	604,921	3.68	3.65	3.62	3.59
5-9	574,610	582,123	592,120	604,082	3.59	3.58	3.58	3.59
10-14	639,343	619,209	607,911	601,726	3.99	3.81	3.68	3.57
15-19	658,671	678,627	690,356	691,952	4.11	4.17	4.17	4.11
20-24	656,287	651,101	649,893	657,231	4.10	4.00	3.93	3.90
25-29	666,710	681,312	694,311	702,376	4.16	4.19	4.20	4.17
30-34	633,512	646,411	660,426	678,090	3.95	3.97	3.99	4.03
35-39	624,946	624,060	634,916	647,999	3.90	3.84	3.84	3.85
40-44	494,215	536,889	571,182	595,306	3.09	3.30	3.45	3.54
45-49	409,091	421,236	435,902	459,329	2.55	2.59	2.64	2.73
50-54	359,852	368,290	377,030	387,825	2.25	2.26	2.28	2.30
55-59	370,702	366,160	362,590	360,893	2.31	2.25	2.19	2.14
60-64	367,834	368,601	369,404	368,365	2.30	2.27	2.23	2.19
65-69	304,099	316,127	330,324	345,478	1.90	1.94	2.00	2.05
70-74	263,853	267,674	267,913	264,926	1.65	1.65	1.62	1.57
75-79	191,700	199,515	207,629	218,587	1.20	1.23	1.26	1.30
80-84	118,684	123,997	129,449	133,987	0.74	0.76	0.78	0.80
85 and over	94,589	97,743	101,069	105,211	0.59	0.60	0.61	0.63
All ages	8,018,163	8,142,778	8,281,103	8,428,284	50.06	50.07	50.07	50.07
PERSONS								
0-4	1,208,485	1,216,637	1,225,806	1,239,468	7.54	7.48	7.41	7.36
5-9	1,179,488	1,194,817	1,216,629	1,240,024	7.36	7.35	7.36	7.37
10-14	1,311,545	1,271,410	1,248,132	1,235,116	8.19	7.82	7.55	7.34
15-19	1,347,222	1,387,920	1,411,846	1,416,693	8.41	8.53	8.54	8.42
20-24	1,336,709	1,325,723	1,324,165	1,339,432	8.34	8.15	8.01	7.96
25-29	1,348,467	1,377,851	1,404,037	1,419,734	8.42	8.47	8.49	8.43
30-34	1,269,207	1,295,794	1,325,799	1,365,244	7.92	7.97	8.02	8.11
35-39	1,266,692	1,259,119	1,276,228	1,299,139	7.91	7.74	7.72	7.72
40-44	1,014,332	1,101,260	1,170,652	1,218,171	6.33	6.77	7.08	7.24
45-49	842,272	867,403	897,696	945,444	5.26	5.33	5.43	5.62
50-54	736,851	753,597	771,551	793,411	4.60	4.63	4.67	4.71
55-59	755,536	746,355	738,139	733,095	4.72	4.59	4.46	4.36
60-64	719,433	723,608	729,342	731,215	4.49	4.45	4.41	4.34
65-69	570,151	594,950	623,064	653,379	3.56	3.66	3.77	3.88
70-74	473,197	480,697	480,550	476,292	2.95	2.96	2.91	2.83
75-79	324,442	337,552	351,711	370,209	2.03	2.08	2.13	2.20
80-84	185,025	194,437	203,383	211,178	1.16	1.20	1.23	1.25
85 and over	129,296	134,189	139,423	145,841	0.81	0.83	0.84	0.87
All ages	16,018,350	16,263,319	16,538,153	16,833,085	100.00	100.00	100.00	100.00

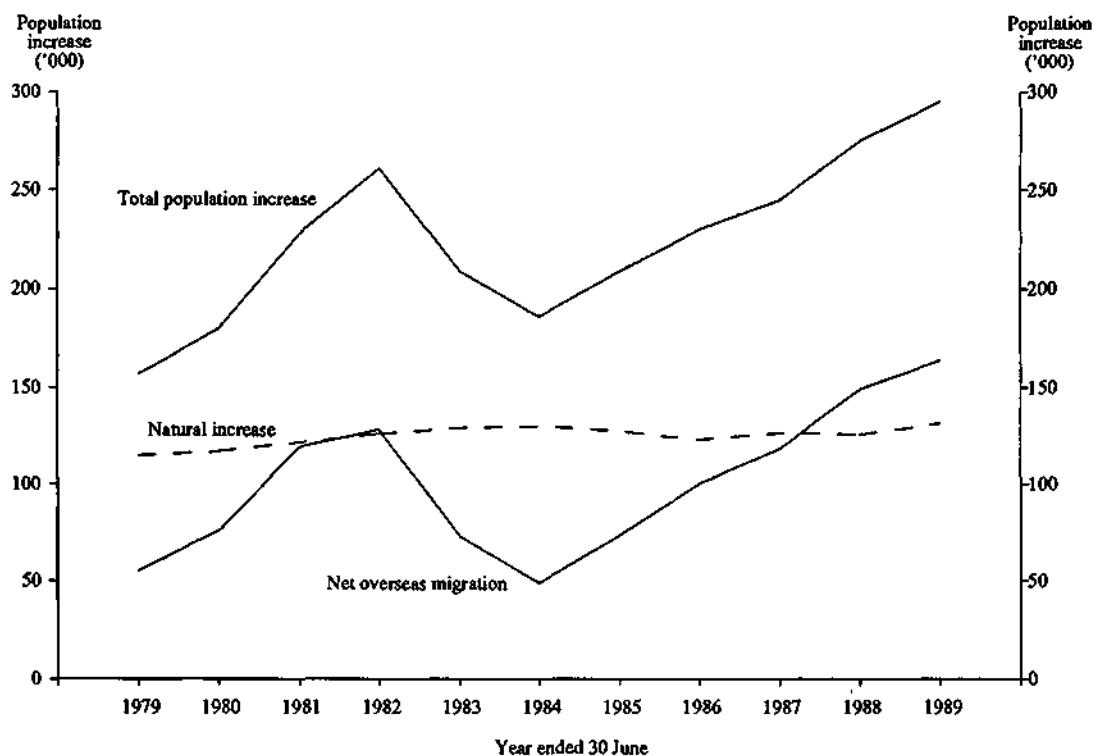
Source: Australian Demographic Statistics (3101.0).

CHART 1.1. ESTIMATED RESIDENT POPULATION: AGE GROUPS, AUSTRALIA



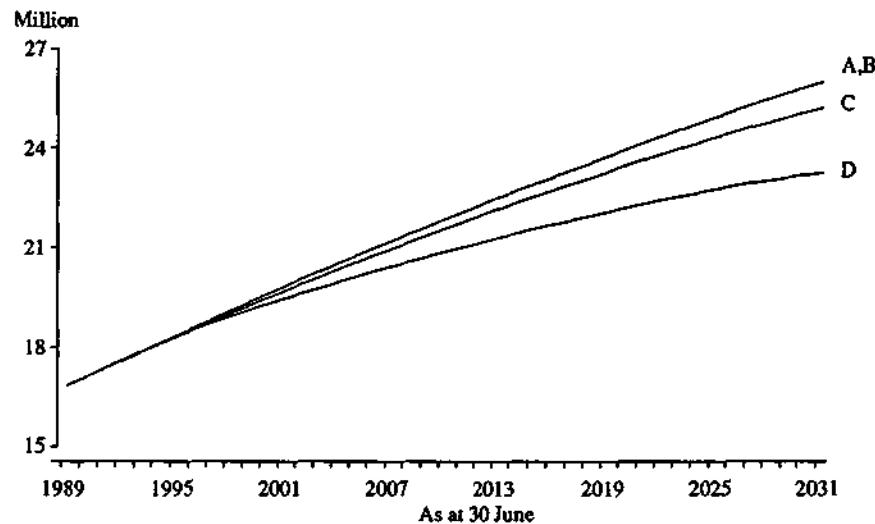
Source: Australian Demographic Statistics (3101.0).

CHART 1.2. ESTIMATED RESIDENT POPULATION: COMPONENTS OF GROWTH, AUSTRALIA

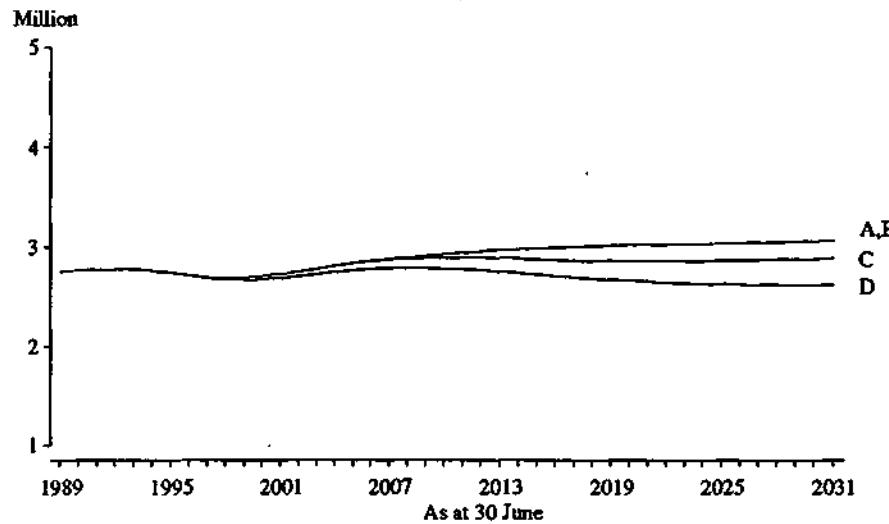


Source: Australian Demographic Statistics (3101.0).

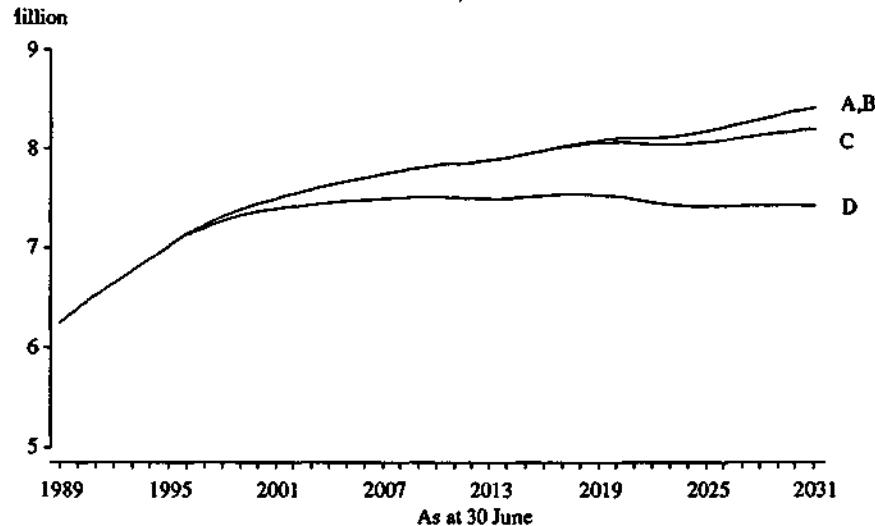
**CHART 1.3. PROJECTED POPULATION: TOTAL ALL AGES,
AUSTRALIA**



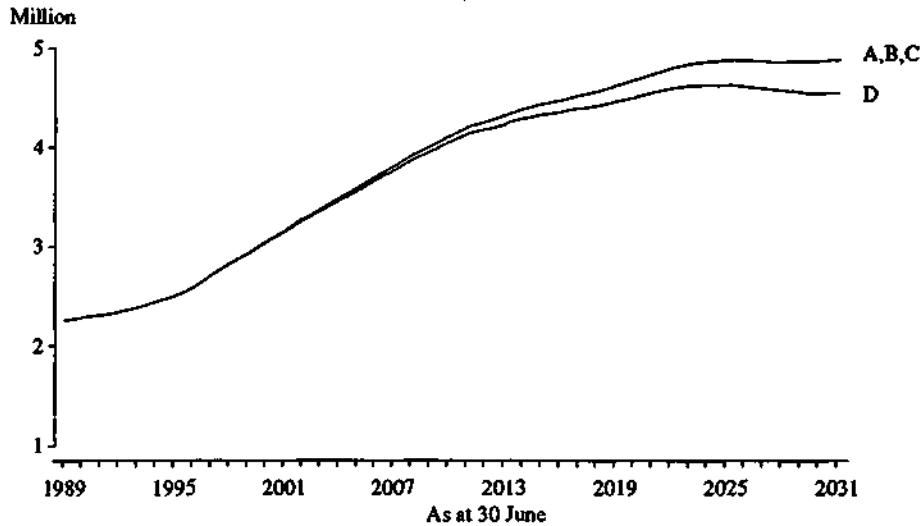
**CHART 1.4. PROJECTED POPULATION: YOUNG WORKING AGES,
15 TO 24 YEARS, AUSTRALIA**



**CHART 1.5. PROJECTED POPULATION: PRIME WORKING AGES,
25 TO 49 YEARS, AUSTRALIA**



**CHART 1.6. PROJECTED POPULATION: OLDER WORKING AGES,
50 TO 64 YEARS, AUSTRALIA**



NOTE: The four projections A, B, C and D are based on different assumptions concerning immigration and fertility rates. See Technical Notes.

Source: *Projections of the Population of Australia, States and Territories, 1989 to 2031* (3222.0).

Migration

In 1978-88 and 1988-89 record level of net overseas migration gains – the highest for forty years – have exceeded the natural increase (births minus deaths) component of population growth. Recorded net permanent and long-term overseas migration, excluding 'category jumping' adjustment, was 143,220 in 1987-88 and 137,240 in 1988-89.

Although the numbers of overseas arrivals of working age have also been higher (see Chart 1.7), the proportion of the net overseas migration gain aged 15-64 years has not changed. It has been steady at about 70 per cent since 1984-85. Prior to this, in the first half of the 1980's, the proportion fell as the incidence of unemployment in Australia peaked.

The United Kingdom and Ireland continued to be the major (19%) countries of origin for permanent settler arrivals from overseas in 1988-89, closely followed by record numbers from New Zealand (16%). (Early figures for 1989-90 show a steep decline in the number of arrivals from New Zealand). Asian countries were next in order, with the Philippines, Vietnam, Malaysia and Hong Kong each contributing about five to six per cent. The number of settlers from Asian countries now exceeds the number from Europe.

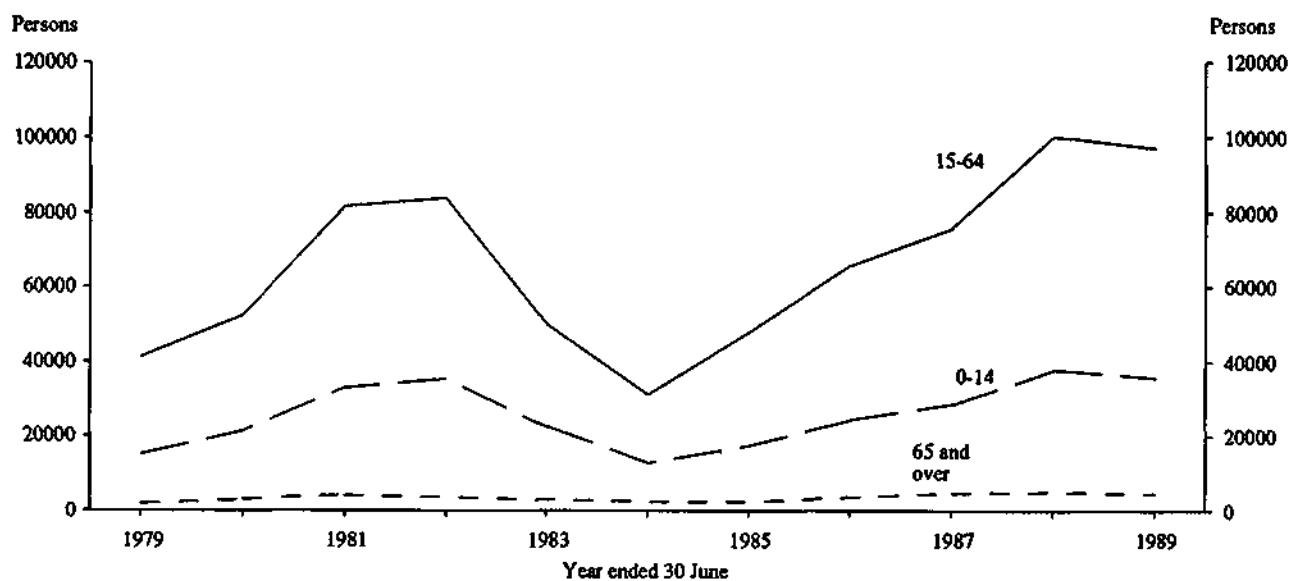
TABLE 1.2. PERMANENT AND LONG TERM OVERSEAS ARRIVALS AND DEPARTURES (a) : AGE AND SEX, AUSTRALIA

Age group	Year ended 30 June									
	Arrivals					Departures				
	1985	1986	1987	1988	1989	1985	1986	1987	1988	1989
MALES										
0-4	6,240	7,140	8,260	10,550	10,250	3,660	3,390	3,640	3,830	4,080
5-14	12,360	14,260	15,110	18,350	18,140	6,070	5,310	5,340	5,160	5,900
15-24	16,590	19,520	20,380	23,410	25,680	8,590	9,160	9,910	10,420	11,820
25-34	21,620	25,540	27,290	33,560	34,400	13,820	13,910	14,590	15,250	17,380
35-44	14,090	16,600	17,740	21,300	22,140	8,980	8,940	8,820	9,340	10,320
45-64	9,780	11,120	11,410	13,620	14,100	6,340	6,510	6,170	6,240	7,290
65 and over	2,830	3,330	3,640	3,870	3,730	1,810	1,510	1,520	1,530	1,750
All ages	83,490	97,500	103,810	124,640	128,430	49,260	48,720	49,980	51,760	58,530
FEMALES										
0-4	6,050	6,650	8,340	10,010	9,830	3,350	3,220	3,400	3,670	3,950
5-14	11,440	12,700	14,130	17,050	17,370	5,920	5,130	4,990	5,130	5,720
15-24	17,200	19,300	21,810	24,660	26,530	9,610	9,470	10,850	11,430	13,350
25-34	21,330	24,440	27,680	32,880	33,370	13,080	12,590	13,030	13,430	15,760
35-44	11,180	12,510	13,750	16,530	17,600	6,750	6,380	6,420	6,720	7,630
45-64	8,870	9,390	10,590	12,000	12,360	5,140	5,010	4,840	4,950	5,690
65 and over	3,710	3,900	4,360	4,500	4,390	2,150	1,970	1,810	1,940	2,010
All ages	79,760	88,890	100,650	117,610	121,450	45,990	43,750	45,340	47,260	54,110
PERSONS										
0-4	12,290	13,790	16,600	20,550	20,080	7,000	6,610	7,040	7,500	8,020
5-14	23,790	26,960	29,240	35,390	35,500	12,000	10,430	10,330	10,290	11,620
15-24	33,790	38,820	42,190	48,060	52,220	18,200	18,630	20,760	21,840	25,180
25-34	42,940	49,980	54,960	66,430	67,770	26,890	26,490	27,620	28,680	33,140
35-44	25,260	29,100	31,480	37,820	39,740	15,720	15,320	15,250	16,050	17,940
45-64	18,650	20,510	21,990	25,620	26,460	11,480	11,520	11,010	11,200	12,980
65 and over	6,530	7,230	8,000	8,370	8,120	3,960	3,470	3,320	3,460	3,760
All ages	163,260	186,400	204,460	242,250	249,880	95,250	92,460	95,320	99,020	112,640

(a) Excludes 'category jumping' adjustment, see text.

Source: Australian Demographic Statistics (3101.0).

CHART 1.7. NET PERMANENT AND LONG-TERM OVERSEAS MOVEMENT(a), BY AGE GROUP, AUSTRALIA



(a) Excludes 'category jumping' adjustment. See text.

Source: Australian Demographic Statistics (3101.0).

TABLE 1.8. NET PERMANENT AND LONG TERM OVERSEAS MOVEMENT (a) : AGE AND SEX, AUSTRALIA

Age group	Year ended 30 June					Percent				
	Number									
	1985	1986	1987	1988	1989	1985	1986	1987	1988	1989
MALES										
0-4	2,580	3,750	4,630	6,710	6,170	3.8	4.0	4.2	4.7	4.5
5-14	6,280	8,960	9,770	13,180	12,230	9.2	9.5	9.0	9.2	8.9
15-24	8,000	10,360	10,470	12,990	13,860	11.8	11.0	9.6	9.1	10.1
25-34	7,800	11,630	12,700	18,310	17,020	11.5	12.4	11.6	12.8	12.4
35-44	5,110	7,660	8,910	11,960	11,820	7.5	8.2	8.2	8.4	8.6
45-64	3,440	4,610	5,240	7,380	6,820	5.1	4.9	4.8	5.2	5.0
65 and over	1,020	1,820	2,120	2,340	1,990	1.5	1.9	1.9	1.6	1.5
All ages	34,240	48,790	53,830	72,880	69,900	50.3	51.9	49.3	50.9	50.9
FEMALES										
0-4	2,700	3,440	4,940	6,340	5,880	4.0	3.7	4.5	4.4	4.3
5-14	5,510	7,570	9,150	11,920	11,650	8.1	8.1	8.4	8.3	8.5
15-24	7,590	9,840	10,960	13,230	13,180	11.2	10.5	10.0	9.2	9.6
25-34	8,250	11,860	14,650	19,440	17,610	12.1	12.6	13.4	13.6	12.8
35-44	4,430	6,130	7,320	9,810	9,980	6.5	6.5	6.7	6.8	7.3
45-64	3,730	4,380	5,750	7,040	6,660	5.5	4.7	5.3	4.9	4.9
65 and over	1,560	1,940	2,550	2,570	2,380	2.3	2.1	2.3	1.8	1.7
All ages	33,770	45,150	55,310	70,350	67,340	49.7	48.1	50.7	49.1	49.1
PERSONS										
0-4	5,280	7,180	9,560	13,050	12,050	7.8	7.6	8.8	9.1	8.8
5-14	11,800	16,530	18,920	25,100	23,880	17.4	17.6	17.3	17.5	17.4
15-24	15,590	20,200	21,430	26,220	27,040	22.9	21.5	19.6	18.3	19.7
25-34	16,050	23,490	27,350	37,750	34,630	23.6	25.0	25.1	26.4	25.2
35-44	9,540	13,790	16,230	21,770	21,800	14.0	14.7	14.9	15.2	15.9
45-64	7,170	8,990	10,990	14,420	13,480	10.5	9.6	10.1	10.1	9.8
65 and over	2,580	3,760	4,680	4,910	4,360	3.8	4.0	4.3	3.4	3.2
All ages	68,010	93,930	109,140	143,220	137,240	100.0	100.0	100.0	100.0	100.0

(a) Excludes 'category jumping' adjustment. See text.

Source: Australian Demographic Statistics (3101.0).

**TABLE 1.4. PERMANENT ARRIVALS (SETTLERS) : COUNTRY OF BIRTH BY AGE, AUSTRALIA
YEAR ENDED 30 JUNE 1989**

Country of birth	Age group			Total
	0 - 14	15 - 64	65 and over	
AFRICA—				
Egypt	340	910	30	1,290
South Africa	1,040	1,900	90	3,020
Other Africa	520	1,470	30	2,020
<i>Total Africa</i>	<i>1,890</i>	<i>4,290</i>	<i>150</i>	<i>6,330</i>
AMERICA—				
Canada	310	670	20	990
Chile	450	870	40	1,360
United States of America	680	1,330	30	2,040
Other America	1,100	1,840	60	3,000
<i>Total America</i>	<i>2,540</i>	<i>4,700</i>	<i>150</i>	<i>7,390</i>
ASIA—				
China	280	3,140	400	3,820
Hong Kong	2,520	4,740	40	7,310
India	700	2,270	140	3,110
Indonesia	350	1,030	40	1,420
Kampuchea	350	1,090	30	1,480
Korea	520	1,110	30	1,670
Lebanon	570	2,190	30	2,790
Malaysia	2,180	5,390	110	7,680
Philippines	2,960	6,070	180	9,200
Singapore	660	1,260	30	1,950
Sri Lanka	730	2,110	100	2,940
Taiwan	770	1,310	20	2,100
Thailand	510	500	10	1,020
Turkey	210	970	50	1,230
Vietnam	1,950	5,670	360	7,970
Other Asia	1,800	4,010	110	5,920
<i>Total Asia</i>	<i>17,060</i>	<i>42,870</i>	<i>1,670</i>	<i>61,600</i>
EUROPE—				
Germany	250	960	70	1,280
Poland	440	1,130	30	1,600
Portugal	350	680	20	1,040
Romania	270	610	20	900
United Kingdom and Ireland	7,730	18,470	1,780	27,980
U.S.S.R.	210	650	110	960
Yugoslavia	820	2,000	70	2,890
Other Europe	1,310	3,850	180	5,340
<i>Total Europe</i>	<i>11,380</i>	<i>28,340</i>	<i>2,270</i>	<i>41,990</i>
OCEANIA—				
Fiji	720	1,900	70	2,690
New Zealand	6,400	16,630	510	23,540
Other Oceania	600	1,140	40	1,770
<i>Total Oceania</i>	<i>7,720</i>	<i>19,670</i>	<i>610</i>	<i>28,000</i>
Not stated	10	10	—	10
<i>Total all countries</i>	<i>40,590</i>	<i>99,880</i>	<i>4,850</i>	<i>145,320</i>

Source: *Overseas Arrivals and Departures Statistics, Demography Section, ABS*

Labour Force Status and Other Characteristics of Migrants

In March 1987 the civilian population aged 15 and over was estimated at 12,172,600 persons. Of these approximately 26 per cent (3,141,400) were born outside Australia. The following tables focus on that group of migrants who arrived in Australia after 1960, had obtained permanent residency status and were aged 18 or more on arrival. This group numbered 1,431,000 at March 1987 representing some 12 per cent of the civilian population aged 15 and over. This group of migrants has increased by 12 per cent from the same group estimated at March 1984.

The proportion of migrants born in Europe has been steadily decreasing, with a corresponding increase in the numbers of migrants born in Asia and Oceania.

Of the 995,600 migrants in the labour force at March 1987, 885,900 (89%) were employed — 75 per cent employed full-time and 14 per cent employed part-time. Some 435,400 (30%) migrants were not in the labour force, a proportion that is lower than that estimated for the civilian population aged 18 and over (36%). The majority of migrants who were employed were wage and salary earners (85%) with only 11 per cent being self-employed.

Some 188,700 migrants had gained a post-school qualification since arrival — 53 per cent a certificate of diploma, 24 per cent a trade qualification or apprenticeship and 16 per cent a degree. These migrants had a participation rate of 87 per cent and a relatively low unemployment rate of 7 per cent.

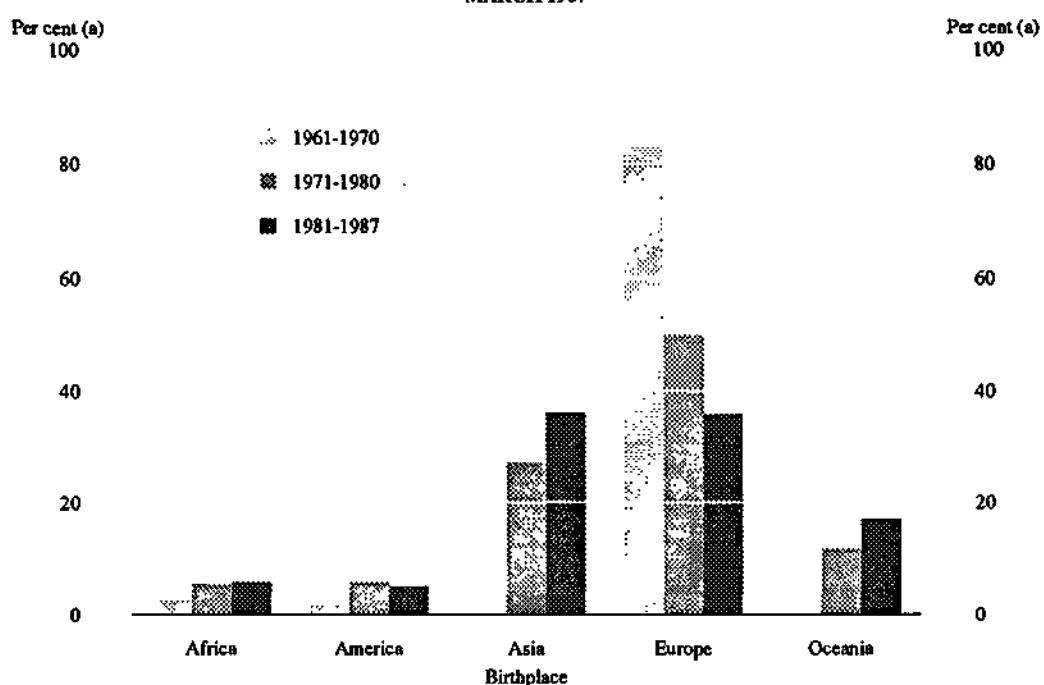
TABLE 1.5. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER : MIGRATION CATEGORY AND LABOUR FORCE STATUS, AUSTRALIA, MARCH 1987

<i>Migration category</i>	<i>Employed</i>			<i>Unem-ployed</i>	<i>Labour force</i>	<i>Not in labour force</i>	<i>Total</i>	<i>Unemploy-ment rate</i>	<i>Partici-pation rate</i>
	<i>Full-time</i>	<i>Part-time</i>	<i>Total</i>						
MALES									
New Zealander(s)	62.1	3.8	65.9	5.3	71.2	5.4	76.6	7.5	93.0
Principal applicant	413.4	15.7	429.1	48.0	477.1	97.4	574.5	10.1	83.0
Refugee	25.0	*	26.5	12.3	38.8	4.1	42.9	31.8	90.4
Other	388.4	14.2	402.6	35.7	438.3	93.3	531.6	8.1	82.5
Sponsored	180.0	6.0	186.0	17.5	203.5	56.4	259.9	8.6	78.3
By family	101.8	*	105.2	12.0	117.2	42.3	159.5	10.2	73.5
By employer	45.2	*	46.4	*	48.8	7.1	55.8	*	87.4
By other organisation	33.0	*	34.4	*	37.5	7.1	44.6	*	84.2
Unsponsored	204.1	8.3	212.4	17.9	230.3	36.0	266.3	7.8	86.5
Did not know sponsorship status	4.3	*	4.3	*	4.5	*	5.5	*	81.9
Partner of principal applicant	10.5	*	10.8	*	12.2	*	13.4	*	90.6
Other applicant	25.5	*	26.4	4.4	30.8	4.7	35.5	14.2	86.7
Don't know	10.9	*	11.9	*	13.4	*	14.5	*	92.6
<i>Total</i>	<i>522.4</i>	<i>21.6</i>	<i>544.0</i>	<i>60.6</i>	<i>604.6</i>	<i>109.8</i>	<i>714.5</i>	<i>10.0</i>	<i>84.6</i>
FEMALES									
New Zealander(s)	31.0	12.5	43.5	6.8	50.3	20.3	70.6	13.6	71.3
Principal applicant	85.7	41.9	127.6	16.0	143.5	110.9	254.5	11.1	56.4
Refugee	4.0	*	4.2	*	6.2	*	9.4	*	66.3
Other	81.7	41.7	123.3	14.0	137.3	107.8	245.1	10.2	56.0
Sponsored	47.6	25.7	73.3	10.3	83.6	77.0	160.7	12.3	52.0
By family	37.4	16.9	54.2	7.1	61.4	64.2	125.6	11.6	48.9
By employer	5.1	*	8.1	*	8.9	3.6	12.5	*	71.5
By other organisation	5.1	5.9	11.0	*	13.3	9.2	22.6	*	59.0
Unsponsored	33.8	15.5	49.3	3.5	52.8	30.3	83.1	6.7	63.6
Did not know sponsorship status	*	*	*	*	*	*	*	*	*
Partner of principal applicant	89.2	53.2	142.4	21.3	163.6	167.7	331.4	13.0	49.4
Other applicant	14.1	5.4	19.5	4.1	23.6	19.8	43.4	17.5	54.5
Don't know	6.2	*	9.0	*	9.9	6.9	16.8	*	59.0
<i>Total</i>	<i>226.2</i>	<i>115.7</i>	<i>341.9</i>	<i>49.1</i>	<i>391.0</i>	<i>325.6</i>	<i>716.6</i>	<i>12.6</i>	<i>54.6</i>

(*) Includes persons born in New Zealand and those whose place of last residence was New Zealand.

Source: *Labour Force Status and Other Characteristics of Migrants, Australia, March 1987* (6250.0).

CHART 1.8. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER: BIRTHPLACE AND PERIOD OF ARRIVAL, AUSTRALIA, MARCH 1987



(a) For each 'period of arrival', the percentage distribution by birthplace.

Source: *Labour Force Status and Other Characteristics of Migrants, Australia, March 1987* (6250.0).

TABLE 1.6. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER : PERIOD OF ARRIVAL AND LABOUR FORCE STATUS, AUSTRALIA, MARCH 1987

Period of arrival	Employed			Unem-ployed -'000	Labour force	Not in labour force	Total	Unem-ployment rate	Partici-pation rate
	Full-time	Part-time	Total						
— MALES —									
1961-1970	199.8	9.4	209.2	15.4	224.6	57.4	282.1	6.9	79.6
1971-1980	191.3	5.7	196.9	18.7	215.7	30.1	245.8	8.7	87.7
1981-1987	131.3	6.6	137.8	26.5	164.3	22.3	186.6	16.1	88.1
Total	522.4	21.6	544.0	60.6	604.6	109.8	714.5	10.0	84.6
— FEMALES —									
1961-1970	70.0	49.3	119.3	8.5	127.9	134.4	262.3	6.7	48.8
1971-1980	89.7	43.9	133.6	14.6	148.2	105.5	253.7	9.8	58.4
1981-1987	66.5	22.5	88.9	26.0	115.0	85.7	200.6	22.6	57.3
Total	226.2	115.7	341.9	49.1	391.0	325.6	716.6	12.6	54.6
— PERSONS —									
1961-1970	269.8	58.7	328.5	24.0	352.5	191.8	544.3	6.8	64.8
1971-1980	280.9	49.6	330.5	33.3	363.8	135.6	499.4	9.2	72.8
1981-1987	197.8	29.0	226.8	52.5	279.3	107.9	387.3	18.8	72.1
Total	748.6	137.3	885.9	109.8	995.6	435.4	1,431.0	11.0	69.6

Source: *Labour Force Status and Other Characteristics of Migrants, Australia, March 1987* (6250.0).

Educational Attainment

In February 1989 the number of persons aged 15 and over was estimated as 12,618,100. This estimate comprised 4,852,800 persons (38%) who reported having a post-school qualification; 7,197,200 persons (57%) who were without a post-school qualification and 568,100 persons (5%) still attending school.

Of the 4,852,800 persons with post-school qualifications, 957,600 (20%) had a degree or higher qualification; 1,670,700 (34%) had a trade qualification or apprenticeship; 2,193,200 (45%) had a certificate or diploma and 31,400 (1%) had other qualifications.

Of the 7,197,200 persons without post-school qualifications only 1,465,900 (20%) had attended the highest level of secondary school available.

TABLE 1.7. CIVILIAN POPULATION AGED 15 AND OVER (a): AGE AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1989 ('000)

<i>Educational attainment</i>	<i>Age group</i>						<i>Total</i>
	<i>15 - 19</i>	<i>20 - 24</i>	<i>25 - 34</i>	<i>35 - 44</i>	<i>45 - 54</i>	<i>55 and over</i>	
<i>MALES</i>							
With post-school qualifications	22.9	232.7	729.7	715.4	473.9	597.9	2,772.4
Degree	* 0.1	44.1	182.0	184.4	91.5	89.5	591.6
Trade qualification or apprenticeship	10.9	131.3	382.9	335.4	260.9	354.1	1,475.5
Certificate or diploma	11.6	55.8	162.4	193.5	120.5	153.1	697.0
Other	* 0.2	* 1.5	* 2.4	* 2.0	* 0.9	* 1.3	8.3
Without post-school qualifications(b)	400.9	417.2	615.9	520.4	394.3	850.8	3,199.5
Attended highest level of secondary school available	153.9	165.7	171.0	113.0	49.2	78.1	730.9
Did not attend highest level of secondary school available	246.1	250.0	439.0	403.9	340.6	756.9	2,436.6
Left at age—							
18 and over	* 2.6	11.9	15.3	7.6	* 2.3	3.7	43.5
16 or 17	148.2	148.5	218.8	131.8	59.3	82.2	788.7
14 or 15	95.0	88.5	190.0	229.8	215.3	476.1	1,294.7
13 and under	* 0.4	* 1.2	14.9	34.7	63.7	194.9	309.7
Never attended school	* 0.2	* 0.4	* 1.6	* 0.7	* 2.1	11.6	16.7
Still at school	283.6	* 0.1	..	..	..	..	283.7
<i>Total</i>	<i>707.5</i>	<i>650.0</i>	<i>1,345.5</i>	<i>1,235.8</i>	<i>868.1</i>	<i>1,448.7</i>	<i>6,255.6</i>
<i>FEMALES</i>							
With post-school qualifications	62.9	237.3	616.8	514.3	285.5	363.7	2,080.4
Degree	* 0.3	42.3	143.9	110.7	39.0	29.8	366.0
Trade qualification or apprenticeship	3.5	20.2	40.0	40.1	29.0	62.5	195.2
Certificate or diploma	58.2	172.9	426.9	358.1	214.3	265.8	1,496.2
Other	* 1.0	* 1.9	6.1	5.4	* 3.1	5.6	23.0
Without post-school qualifications(b)	333.2	402.6	734.9	707.6	541.4	1,277.9	3,997.8
Attended highest level of secondary school available	166.3	154.9	156.3	103.1	53.9	100.5	735.0
Did not attend highest level of secondary school available	166.3	246.3	572.3	598.0	478.3	1,150.7	3,211.8
Left at age—							
18 and over	* 2.2	8.6	14.3	7.2	5.1	5.6	43.0
16 or 17	99.3	146.5	280.5	192.4	86.9	136.2	941.7
14 or 15	64.2	88.8	260.2	352.3	321.2	765.7	1,852.4
13 and under	* 0.6	* 2.4	17.3	46.1	65.2	243.1	374.7
Never attended school	* 0.0	* 0.3	* 2.8	* 1.5	6.5	23.7	34.6
Still at school	284.1	* 0.2	..	..	..	..	284.3
<i>Total</i>	<i>680.3</i>	<i>640.1</i>	<i>1,351.7</i>	<i>1,221.9</i>	<i>826.9</i>	<i>1,641.6</i>	<i>6,362.5</i>

(a) Excluding persons in institutions and visitors to private dwellings. Details of educational attainment were not obtained for these persons. (b) Includes persons for whom secondary school qualifications could not be determined.

Source: *Labour Force Status and Educational Attainment, Australia* (6240.0).

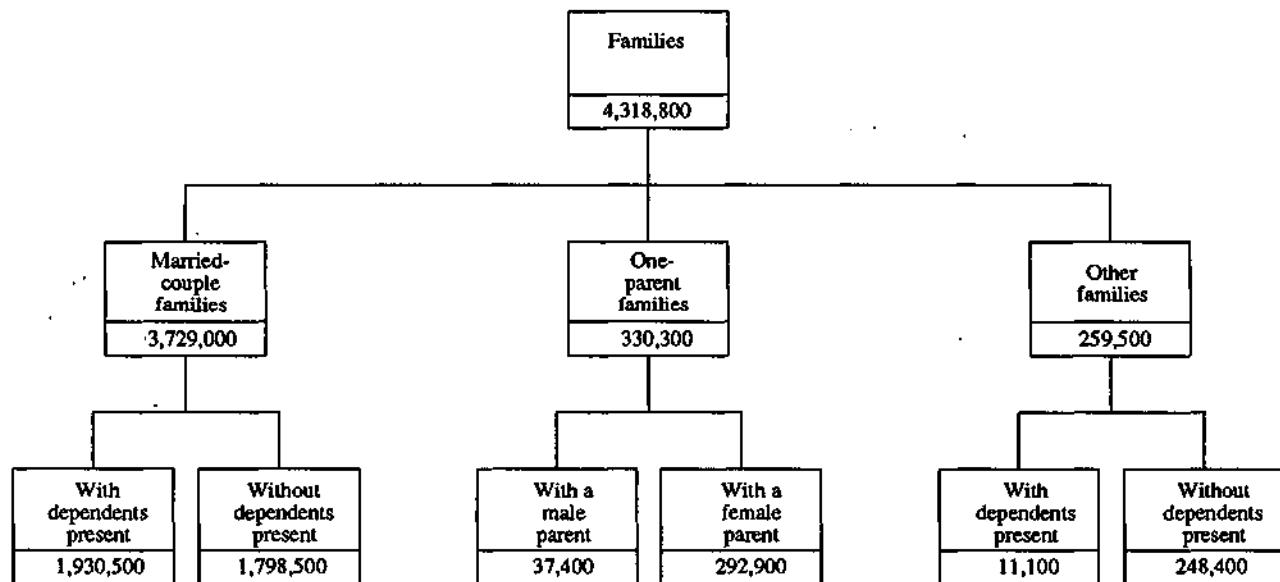
Families

In June 1989 an estimated 12,439,700 persons aged 15 years and over were usual residents of private dwellings in Australia. Of these, family status could be determined for a sub-population of 12,146,700 persons.

Within this sub-population 10,303,800 persons were members of 4,318,800 families. There were 3,729,000 *married-couple families*, 52 per cent of whom had dependents present. The number of *one-parent families* with a male parent was 37,400 and the number of *one-parent families* with a female parent was 292,900. The number of *other families* was 259,500.

Within the sub-population there were 1,842,900 persons who were not members of a family, and 59 per cent of these persons lived alone.

CHART 1.9. AUSTRALIAN FAMILIES, JUNE 1989



Source: *Labour Force Status and Other Characteristics of Families, Australia, June 1989* (6224.0).

CHAPTER 2

THE LABOUR FORCE

Fundamental to the measurement of employment and unemployment is the concept of the labour force. The labour force is defined broadly as those persons who, during a particular week, are either employed or unemployed. The labour force represents the total supply of labour available to the labour market during a given week.

This chapter presents some summary statistics on the civilian labour force. An important labour force measure is the participation rate, which represents the proportion of the working age population (defined to be those aged 15 and over) who are in the labour force. Analysis of the participation rates provides a basis for monitoring changes in the size and composition of labour supply, particularly in terms of age, sex and marital status. Other characteristics such as birthplace, educational attainment and family characteristics also have to be taken into account in an analysis of the labour force.

The principal source for statistics on the civilian labour force is the ABS population survey, which consists of the monthly labour force survey and attached supplementary surveys. The labour force survey collects information on the labour force status of individuals (i.e. whether they are employed, unemployed or not in the labour force) together with a range of demographic and other characteristics. It has provided the basis for an analysis of underemployment and labour underutilisation, a topic addressed in Chapter 3. The supplementary surveys cover a range of topics. For example the Survey of Labour Force Experience examines the movements into and out of the labour force over twelve months.

Members of the permanent Defence Forces are excluded from the labour force survey. Their numbers totalled 62,147 males and 7,482 females at the end of June 1989.

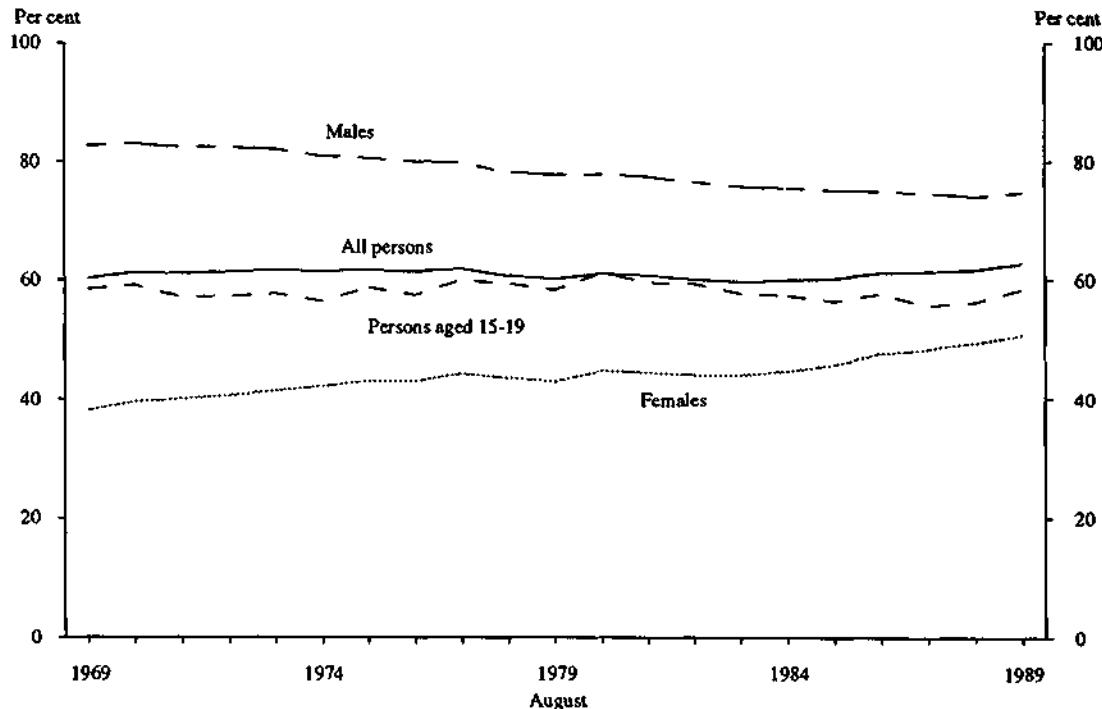
Labour force

In August 1989, of the 8,197,000 persons in the labour force, 4,832,600 were males and 3,364,400 were females.

The labour force participation rate for persons increased by 2.6 percentage points over the period August 1979 to August 1989 to 62.7 per cent. This increase was attributable to an increase of 7.9 percentage points in the female participation rate. The labour force participation rate for males has decreased by 2.9 percentage points to 74.9 per cent.

There was a large increase in the labour force participation rate for females in the 25 to 34 age group, 14.7 percentage points to 65.0 per cent. The participation rate for females aged 35 to 44 and 45 to 54 also increased by 12.7 and 12.5 percentage points respectively.

CHART 2.1. CIVILIAN POPULATION AGED 15 AND OVER:
LABOUR FORCE PARTICIPATION RATES, AUSTRALIA



Source: *The Labour Force, Australia* (6203.0).

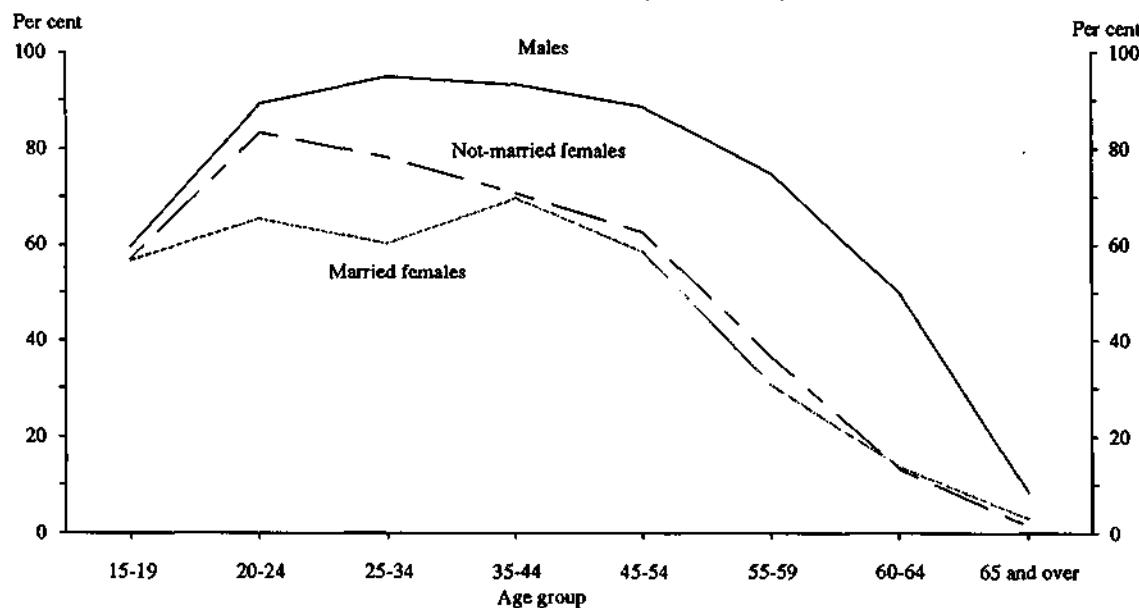
TABLE 2.1. LABOUR FORCE PARTICIPATION RATES BY AGE, AUSTRALIA, AUGUST 1979 TO AUGUST 1989
(per cent)

August	Age group									Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over		
MALES										
1979	61.4	90.2	95.8	95.6	91.2	82.0	53.5	11.5	77.8	
1980	62.8	90.5	95.5	95.9	91.4	83.3	50.2	11.1	77.9	
1981	61.8	91.3	95.3	95.2	91.3	81.1	51.2	10.6	77.5	
1982	62.4	89.3	94.9	95.1	90.0	79.1	47.7	9.2	76.6	
1983	58.2	89.6	95.4	95.0	90.4	78.2	42.8	8.6	75.9	
1984	59.0	89.4	95.1	94.7	90.0	76.7	43.4	9.0	75.6	
1985	57.7	89.7	94.5	94.8	90.0	76.4	42.6	8.9	75.2	
1986(a)	58.5	89.1	94.8	94.4	90.0	75.7	45.1	8.4	75.1	
1987	57.4	89.4	94.6	94.4	89.5	74.5	44.7	8.5	74.7	
1988	56.4	90.1	93.7	94.2	87.3	73.6	47.2	8.4	74.2	
1989	59.6	89.2	94.8	93.3	88.7	74.9	49.8	8.5	74.9	
FEMALES										
1979	55.0	69.2	50.3	57.1	46.8	26.2	13.2	2.4	42.9	
1980	59.2	71.1	52.8	58.7	47.6	29.1	13.5	2.9	44.7	
1981	57.1	70.7	52.9	58.1	49.0	29.8	12.0	2.6	44.4	
1982	56.1	70.0	53.6	58.0	49.5	26.0	9.1	2.5	44.0	
1983	57.0	70.8	52.8	58.0	48.5	28.3	12.1	2.1	44.0	
1984	55.6	71.8	54.9	58.7	50.1	27.6	11.5	2.5	44.6	
1985	56.0	73.6	57.6	61.4	50.2	27.1	11.2	2.0	45.7	
1986(a)	56.6	74.6	60.1	64.7	54.4	28.7	12.7	1.9	47.6	
1987	53.6	75.6	61.9	65.8	55.3	30.4	13.2	2.6	48.3	
1988	56.0	75.8	62.0	68.2	57.0	31.4	14.5	2.5	49.4	
1989	57.1	77.4	65.0	69.8	59.3	32.1	13.6	2.2	50.8	
PERSONS										
1979	58.3	79.7	73.1	76.7	69.5	53.8	32.5	6.2	60.1	
1980	61.1	80.8	74.2	77.6	70.0	56.0	31.0	6.4	61.0	
1981	59.5	81.0	74.2	76.9	70.6	55.4	30.7	5.9	60.7	
1982	59.3	79.6	74.3	76.9	70.2	52.5	27.9	5.3	60.0	
1983	57.6	80.2	74.1	76.8	69.9	53.4	26.9	4.8	59.7	
1984	57.3	80.6	74.9	77.0	70.5	52.5	27.0	5.2	59.9	
1985	56.9	81.7	76.0	78.4	70.6	52.1	26.5	4.9	60.2	
1986(a)	57.6	81.9	77.4	79.7	72.7	52.6	28.6	4.7	61.1	
1987	55.6	82.6	78.2	80.3	72.8	52.8	28.6	5.1	61.3	
1988	56.2	83.0	77.9	81.3	72.5	52.8	30.6	5.0	61.6	
1989	58.4	83.4	79.9	81.7	74.4	53.8	31.6	4.9	62.7	

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 2.2. CIVILIAN POPULATION AGED 15 AND OVER:
LABOUR FORCE PARTICIPATION RATES, AUSTRALIA, AUGUST 1989



Source: *The Labour Force, Australia* (6203.0).

TABLE 2.2. CIVILIAN POPULATION AGED 15 AND OVER : LABOUR FORCE STATUS, AUSTRALIA, AUGUST 1969 TO AUGUST 1989

August	Unemployed									
	Employed		Looking for full-time work	Looking for part-time work	Total -'000	Labour force	Not in labour force	Civilian population aged 15 and over	Un- employ- ment rate per cent	
	Full-time workers	Total								
MALES										
1969	3,409.2	3,546.7	30.9	*	34.1	3,580.8	750.4	4,331.2	1.0	82.7
1970	3,533.4	3,647.7	33.4	*	36.7	3,684.4	749.0	4,433.4	1.0	83.0
1971	3,600.4	3,712.7	39.9	*	43.8	3,756.5	799.6	4,556.1	1.2	82.5
1972	3,632.3	3,757.7	67.7	7.0	74.8	3,832.5	813.8	4,646.2	2.0	82.5
1973	3,697.5	3,839.6	38.3	13.0	51.3	3,891.0	847.9	4,738.8	1.3	82.1
1974	3,710.9	3,847.1	60.0	7.9	67.9	3,914.9	920.5	4,835.4	1.7	81.0
1975	3,668.4	3,820.6	122.5	16.3	138.8	3,959.4	956.6	4,916.0	3.5	80.5
1976	3,665.6	3,836.3	142.7	13.9	156.6	3,992.9	1,000.1	4,993.0	3.9	80.0
1977	3,682.6	3,866.8	168.5	21.6	190.1	4,056.9	1,024.9	5,081.8	4.7	79.8
1978	3,642.5	3,850.9	207.9	14.3	222.2	4,073.1	1,137.7	5,210.8	5.5	78.2
1979	3,715.9	3,921.2	184.0	13.5	197.5	4,118.7	1,177.6	5,296.3	4.8	77.8
1980	3,773.8	3,982.8	193.9	15.7	209.6	4,192.4	1,193.2	5,385.6	5.0	77.9
1981	3,835.6	4,057.9	187.8	12.7	200.5	4,258.4	1,236.6	5,494.9	4.7	77.5
1982	3,782.5	4,024.3	250.4	21.3	271.7	4,296.0	1,314.6	5,610.6	6.3	76.6
1983	3,663.4	3,903.6	409.5	20.2	429.7	4,333.3	1,379.2	5,712.5	9.9	75.9
1984	3,772.5	4,018.0	358.6	22.6	381.2	4,399.2	1,418.8	5,818.0	8.7	75.6
1985	3,856.7	4,111.1	325.4	23.7	349.1	4,460.2	1,469.5	5,929.8	7.8	75.2
1986(a)	3,922.3	4,202.6	320.9	28.3	349.3	4,551.9	1,509.4	6,061.2	7.7	75.1
1987	3,960.0	4,277.1	317.2	29.8	347.1	4,624.2	1,565.4	6,189.6	7.5	74.7
1988	4,076.4	4,382.1	279.9	25.8	305.7	4,687.8	1,633.9	6,321.7	6.5	74.2
1989	4,217.5	4,571.9	230.7	30.0	260.7	4,832.6	1,619.7	6,452.3	5.4	74.9
FEMALES										
1969	1,201.1	1,636.2	27.4	17.5	44.8	1,681.1	2,731.1	4,412.2	2.7	38.1
1970	1,292.5	1,747.8	24.5	17.0	41.5	1,789.3	2,728.1	4,517.5	2.3	39.6
1971	1,339.2	1,803.0	30.2	18.7	48.9	1,851.9	2,783.1	4,635.0	2.6	40.0
1972	1,356.1	1,852.1	43.4	25.9	69.3	1,921.4	2,811.6	4,733.0	3.6	40.6
1973	1,395.4	1,943.3	28.8	25.6	54.5	1,997.8	2,826.8	4,824.6	2.7	41.4
1974	1,416.9	2,008.1	45.8	27.2	73.1	2,081.2	2,851.8	4,933.0	3.5	42.2
1975	1,378.5	2,020.8	93.0	46.6	139.7	2,160.3	2,859.6	5,019.9	6.5	43.0
1976	1,371.3	2,061.5	94.1	42.0	136.1	2,197.6	2,909.8	5,107.4	6.2	43.0
1977	1,411.9	2,128.6	114.8	54.4	169.2	2,297.8	2,904.3	5,202.1	7.4	44.2
1978	1,402.9	2,154.4	126.5	49.6	176.1	2,330.5	3,029.1	5,359.7	7.6	43.5
1979	1,397.2	2,157.4	131.8	48.1	179.9	2,337.4	3,117.0	5,454.4	7.7	42.9
1980	1,477.3	2,298.5	140.7	44.2	184.9	2,483.4	3,071.7	5,555.1	7.4	44.7
1981	1,501.5	2,335.8	135.9	44.2	180.1	2,515.9	3,154.6	5,670.5	7.2	44.4
1982	1,503.4	2,355.0	137.2	52.5	189.7	2,544.7	3,242.8	5,787.5	7.5	44.0
1983	1,486.9	2,337.4	197.9	59.3	257.1	2,594.6	3,299.1	5,893.7	9.9	44.0
1984	1,546.3	2,448.1	165.0	57.9	222.8	2,671.0	3,319.9	5,990.9	8.3	44.6
1985	1,607.3	2,564.5	162.7	60.9	223.6	2,788.1	3,313.6	6,101.6	8.0	45.7
1986(a)	1,686.5	2,716.0	170.9	77.5	248.4	2,964.4	3,266.3	6,230.6	8.4	47.6
1987	1,711.1	2,815.2	177.8	77.1	255.0	3,070.2	3,291.4	6,361.6	8.3	48.3
1988	1,798.1	2,971.3	165.5	67.4	233.0	3,204.2	3,288.6	6,492.9	7.3	49.4
1989	1,891.5	3,155.7	139.4	69.3	208.7	3,364.4	3,258.7	6,623.1	6.2	50.8
PERSONS										
1969	4,610.3	5,183.0	58.3	20.6	78.9	5,261.9	3,481.5	8,743.3	1.5	60.2
1970	4,825.9	5,395.6	57.9	20.3	78.2	5,473.8	3,477.1	8,950.9	1.4	61.2
1971	4,939.6	5,515.7	70.1	22.6	92.7	5,608.4	3,582.7	9,191.1	1.7	61.0
1972	4,988.4	5,609.9	111.1	32.9	144.0	5,753.9	3,625.3	9,379.2	2.5	61.3
1973	5,092.9	5,783.0	67.2	38.6	105.8	5,888.7	3,674.7	9,563.4	1.8	61.6
1974	5,127.8	5,855.2	105.8	35.1	140.9	5,996.1	3,772.3	9,768.4	2.4	61.4
1975	5,046.8	5,841.3	215.5	62.9	278.4	6,119.7	3,816.2	9,935.9	4.6	61.6
1976	5,036.9	5,897.8	236.8	55.9	292.7	6,190.5	3,909.8	10,100.4	4.7	61.3
1977	5,049.6	5,995.4	283.3	76.0	359.3	6,354.7	3,929.2	10,283.9	5.7	61.8
1978	5,045.3	6,005.4	334.4	63.9	398.3	6,403.7	4,166.8	10,570.5	6.2	60.6
1979	5,113.1	6,078.5	315.8	61.7	377.5	6,456.0	4,294.6	10,750.7	5.9	60.1
1980	5,251.1	6,281.4	334.6	59.9	394.5	6,675.9	4,264.9	10,940.7	5.9	61.0
1981	5,337.1	6,393.7	323.7	56.9	380.6	6,774.3	4,391.2	11,165.5	5.6	60.7
1982	5,285.9	6,379.3	387.6	73.8	461.4	6,840.7	4,557.4	11,398.1	6.7	60.0
1983	5,150.3	6,241.1	607.4	79.5	686.8	6,927.9	4,678.3	11,606.2	9.9	59.7
1984	5,318.8	6,466.1	523.5	80.5	604.0	7,070.1	4,738.7	11,808.8	8.5	59.9
1985	5,464.0	6,675.6	488.0	84.7	572.7	7,248.3	4,783.1	12,031.4	7.9	60.2
1986(a)	5,608.8	6,918.6	491.8	105.8	597.6	7,516.2	4,775.7	12,291.9	8.0	61.1
1987	5,671.1	7,092.3	495.1	107.0	602.0	7,694.4	4,856.8	12,551.2	7.8	61.3
1988	5,874.6	7,353.4	445.4	93.3	538.7	7,892.1	4,922.5	12,814.5	6.8	61.6
1989	6,108.9	7,727.6	370.1	99.3	469.4	8,197.0	4,878.5	13,075.4	5.7	62.7

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 2.3. LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND OVER:
STATES AND TERRITORIES, AUGUST 1989

State or Territory	Employed		Unemployed			Labour force	Not in labour force	Civilian population aged 15 and over	Unemployment rate - per cent	Participation rate
	Full-time workers	Total	Looking for full-time work	Looking for part-time work -'000-	Total					
MALES										
New South Wales	1,426.6	1,543.7	79.7	10.4	90.0	1,633.7	575.5	2,209.2	5.5	73.9
Victoria	1,108.2	1,197.8	42.5	7.2	49.7	1,247.5	414.8	1,662.3	4.0	75.0
Queensland	701.2	764.2	43.1	6.1	49.3	813.5	268.3	1,081.7	6.1	75.2
South Australia	353.4	384.2	25.7	2.2	27.8	412.0	143.1	555.1	6.8	74.2
Western Australia	415.7	448.4	22.2	3.1	25.3	473.8	141.0	614.8	5.3	77.1
Tasmania	106.3	115.8	9.9	* 0.5	10.3	126.1	44.3	170.3	8.2	74.0
Northern Territory	37.7	40.3	4.4	* 0.1	4.5	44.8	13.3	58.1	10.0	77.1
Australian Capital Territory	68.4	77.4	3.4	* 0.5	3.9	81.3	19.5	100.7	4.7	80.7
Australia	4,217.5	4,571.9	230.7	30.0	260.7	4,832.6	1,619.7	6,452.3	5.4	74.9
FEMALES										
New South Wales	654.0	1,036.9	50.2	23.5	73.7	1,110.6	1,170.2	2,280.8	6.6	48.7
Victoria	516.8	852.0	24.8	19.1	43.9	895.9	826.8	1,722.7	4.9	52.0
Queensland	301.8	517.0	29.6	11.6	41.2	558.1	543.3	1,101.4	7.4	50.7
South Australia	147.7	271.2	13.4	5.0	18.4	289.7	281.7	571.3	6.4	50.7
Western Australia	164.9	302.9	12.4	7.0	19.3	322.2	290.3	612.6	6.0	52.6
Tasmania	40.9	77.3	5.5	1.4	6.9	84.2	91.9	176.2	8.2	47.8
Northern Territory	22.9	31.3	* 1.8	* 0.7	2.5	33.8	19.3	53.1	7.3	63.6
Australian Capital Territory	42.5	67.2	1.6	* 1.0	2.7	69.8	35.1	105.0	3.8	66.5
Australia	1,891.5	3,155.7	139.4	69.3	208.7	3,364.4	3,258.7	6,623.1	6.2	50.8
PERSONS										
New South Wales	2,080.6	2,580.6	129.9	33.8	163.7	2,744.3	1,745.7	4,490.0	6.0	61.1
Victoria	1,625.1	2,049.8	67.2	26.3	93.6	2,143.4	1,241.6	3,385.0	4.4	63.3
Queensland	1,003.0	1,281.2	72.7	17.7	90.4	1,371.6	811.6	2,183.2	6.6	62.8
South Australia	501.1	655.4	39.1	7.2	46.3	701.7	424.7	1,126.4	6.6	62.3
Western Australia	580.5	751.4	34.6	10.1	44.7	796.0	431.4	1,227.4	5.6	64.9
Tasmania	147.2	193.0	15.4	1.9	17.2	210.3	136.2	346.5	8.2	60.7
Northern Territory	60.6	71.6	6.2	* 0.8	6.9	78.6	32.6	111.2	8.8	70.6
Australian Capital Territory	110.9	144.6	5.0	1.5	6.5	151.1	54.6	205.7	4.3	73.4
Australia	6,108.9	7,727.6	370.1	99.3	469.4	8,197.0	4,878.5	13,075.4	5.7	62.7

Source: *The Labour Force, Australia* (6203.0).

TABLE 2.4. CIVILIAN LABOUR FORCE BY EMPLOYMENT STATUS AND BIRTHPLACE, AUSTRALIA, AUGUST 1989

	Employed		Unemployed		Labour force	Unemployment rate - per cent	Participation rate
	Full-time workers	Total	Looking for full-time work -'000-	Total			
Born in Australia	4,480.4	5,741.7	262.6	337.1	6,078.8	5.5	64.6
Born outside Australia	1,628.5	1,985.9	107.5	132.3	2,118.2	6.2	61.5
Africa	60.4	70.7	* 3.4	4.9	75.6	6.5	67.4
America	62.3	76.3	* 2.8	3.6	80.0	4.5	71.0
Asia	301.9	361.4	31.1	38.6	399.9	9.6	61.8
India	32.9	39.3	* 1.6	* 2.2	41.5	* 5.2	71.3
Lebanon	23.7	28.6	8.3	9.0	37.5	23.9	52.1
Malaysia	28.5	36.7	* 0.9	* 1.3	38.0	* 3.3	67.2
Vietnam	43.8	47.5	6.7	6.8	54.3	12.5	63.5
Europe	1,038.1	1,277.9	61.6	74.6	1,352.6	5.5	58.9
Germany	49.3	59.4	* 3.2	3.8	63.2	6.0	62.1
Greece	70.0	83.5	* 3.0	4.1	87.6	4.7	57.4
Italy	122.4	147.6	* 2.6	3.9	151.5	2.6	52.2
Malta	24.7	29.3	* 0.7	* 1.3	30.6	* 4.4	57.5
Netherlands	45.3	53.8	* 1.6	* 1.9	55.7	* 3.4	58.3
Poland	20.7	25.0	* 2.3	* 3.4	28.4	* 11.8	39.3
UK and Ireland	525.4	666.6	32.7	39.0	705.6	5.5	61.6
Yugoslavia	89.1	101.5	5.7	6.0	107.5	5.6	63.8
Oceania	165.8	199.5	8.6	10.6	210.1	5.0	75.8
New Zealand	132.6	160.9	6.2	7.8	168.7	4.6	76.9

Source: *The Labour Force, Australia* (6203.0).

Labour Force Experience

An estimated 8,745,700 persons aged 15 and over had participated in the labour force at some time during the twelve months ending February 1989. The proportion of persons who had participated in the labour force at some time in the twelve months to February has increased from 68 per cent in 1981 to 70 per cent in 1989. Over this eight year period, male participation in the labour force fell from 83 per cent in February 1981 to 80 per cent in February 1989, whereas female participation increased from 54 per cent in February 1981 to 59 per cent in February 1989.

Aggregate participation rates for married persons and not-married persons were each 70 per cent, but significant differences emerged for particular age and sex groups.

Married males had higher participation rates than not-married males in all age groups. In the 45-54 age group the participation rate for married males was 93 per cent compared with 85 per cent for not-married males.

Conversely, married females had lower participation rates than not-married females in almost all age groups. The largest difference was in the 20-24 age group, where married females had a participation rate of 75 per cent compared with 92 per cent for not-married females.

**TABLE 2.5. CIVILIAN POPULATION AGED 15 AND OVER: PROPORTION WHO PARTICIPATED IN THE LABOUR FORCE AT SOME TIME DURING THE REFERENCE PERIOD(a) AND AGE, AUSTRALIA, FEBRUARY 1981 TO FEBRUARY 1989
(Per cent)**

Survey conducted in February—	Age group at time of survey								<i>Total</i>
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
MALES									
1981	78.4	97.2	98.4	97.3	93.3	85.6	59.8	15.7	83.2
1982	76.8	98.0	98.2	97.5	93.2	87.9	56.7	13.6	82.8
1983	75.8	97.6	98.4	97.1	94.0	84.1	59.4	12.9	82.4
1984	73.8	96.3	98.1	97.7	94.3	83.5	54.6	13.3	81.8
1985	72.3	95.9	97.6	96.9	92.7	82.1	53.4	12.3	80.8
1986	74.0	97.0	97.6	96.9	92.6	83.4	51.1	11.1	80.8
1987	74.7	96.7	98.0	96.6	92.1	85.4	54.1	12.7	81.2
1988	70.1	95.6	97.3	96.4	90.8	81.2	54.5	10.9	79.3
1989	73.9	96.1	97.2	96.7	92.1	79.8	57.7	11.4	80.4
FEMALES									
1981	73.5	81.8	65.9	65.8	54.0	34.0	17.7	3.8	53.6
1982	73.7	81.8	65.5	67.9	58.1	34.7	14.8	3.6	54.1
1983	72.4	81.7	66.8	67.7	54.7	36.0	16.7	3.8	54.3
1984	71.1	82.2	65.9	66.7	55.9	34.7	15.9	3.1	53.9
1985	72.0	82.4	68.4	69.3	57.9	33.6	15.6	2.8	54.5
1986	72.8	84.5	71.1	71.9	58.7	35.8	16.3	3.4	56.3
1987	73.4	85.2	72.1	72.6	61.8	37.1	17.5	3.8	57.3
1988	68.5	86.4	73.1	73.8	61.8	35.1	15.9	3.3	56.2
1989	73.9	86.4	74.6	76.4	64.7	39.4	19.0	3.2	59.2
PERSONS									
1981	76.0	89.6	82.1	81.9	74.1	59.7	38.1	9.0	68.2
1982	75.3	89.9	81.7	83.0	76.0	61.4	35.2	7.9	68.3
1983	74.1	89.7	82.5	82.7	74.9	59.9	37.2	7.8	68.2
1984	72.5	89.2	82.0	82.0	75.7	59.3	34.4	7.7	67.7
1985	72.1	89.2	83.0	83.3	75.6	58.0	34.0	6.9	67.5
1986	73.4	90.7	84.3	84.5	76.0	59.8	33.4	6.7	68.4
1987	74.1	91.0	85.0	84.7	77.3	60.5	34.9	7.3	68.9
1988	69.3	91.0	85.2	85.2	76.6	58.3	35.0	6.5	67.5
1989	73.9	91.3	85.9	86.6	78.7	59.9	38.1	6.8	69.7

(a) Persons who participated in the labour force at some time during the reference period as a proportion of all persons in each group.

Source: *Labour Force Experience, Australia, During the Year Ending February 1989* (6206.0).

**TABLE 2.6. CIVILIAN POPULATION AGED 15 AND OVER : LABOUR FORCE EXPERIENCE DURING THE YEAR ENDING FEBRUARY 1989 AND MARITAL STATUS, AUSTRALIA
('000)**

	<i>Married</i>			<i>Not-married</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<i>Not in the labour force at any time during the year</i>	744.1	1,598.8	2,342.9	480.9	990.4	1,471.3	1,225.0	2,589.2	3,814.2
<i>In the labour force at some time during the year</i>	3,137.9	2,243.0	5,380.9	1,885.2	1,519.7	3,404.8	5,023.0	3,762.7	8,785.7
<i>Time in the labour force during the year (weeks)—</i>									
1 and under 4	10.8	63.4	74.3	51.6	64.2	115.8	62.4	127.6	190.0
4 and under 13	27.2	117.8	145.0	132.3	126.6	259.0	159.5	244.4	404.0
13 and under 26	30.7	116.7	147.3	64.7	69.0	133.6	95.4	185.6	281.0
26 and under 39	49.8	173.1	222.9	71.7	81.4	153.1	121.6	254.5	376.1
39 and under 49	156.8	249.6	406.4	136.3	122.9	259.2	293.1	372.5	665.6
49 and under 52	147.3	142.3	289.6	103.1	84.6	187.7	250.4	226.8	477.3
52	2,715.2	1,380.1	4,095.4	1,325.4	971.0	2,296.4	4,040.7	2,351.1	6,391.8
<i>Worked at some time during the year</i>	3,054.4	2,108.9	5,163.4	1,744.0	1,370.9	3,115.0	4,798.5	3,479.9	8,278.3
<i>Full-time/part-time status of weeks worked—</i>									
All were full-time	2,831.4	1,027.6	3,859.0	1,403.8	870.9	2,274.7	4,235.2	1,898.5	6,133.7
More full-time than part-time	97.1	100.4	197.5	91.1	73.9	165.1	188.2	174.4	362.5
More part-time than full-time	16.7	57.9	74.6	35.7	49.5	85.2	52.4	107.4	159.8
All were part-time	109.2	923.0	1,032.3	213.4	376.6	590.0	322.7	1,299.6	1,622.3
<i>Number of jobs held during the year—</i>									
One	2,520.0	1,780.5	4,300.4	1,311.5	1,035.6	2,347.1	3,831.5	2,816.1	6,647.5
Two	404.5	261.8	666.3	304.3	239.0	543.3	708.8	500.8	1,209.6
Three	77.6	41.1	118.7	70.3	64.5	134.8	147.9	105.7	253.5
Four or more	52.4	25.5	77.9	57.9	31.9	89.7	110.3	57.4	167.6
<i>Time worked during the year (weeks)—</i>									
1 and under 4	12.6	37.3	50.0	48.4	43.6	92.0	61.0	80.9	142.0
4 and under 13	41.2	99.0	140.2	120.7	99.6	220.3	161.9	198.6	360.5
13 and under 26	49.8	113.5	163.3	79.5	71.9	151.4	129.3	185.4	314.7
26 and under 39	98.3	182.3	280.7	124.0	105.5	239.5	222.4	287.8	510.2
39 and under 49	225.6	268.4	494.0	199.1	171.1	370.2	424.7	439.4	864.2
49 and under 52	157.5	139.0	296.5	95.9	84.2	180.1	253.4	223.1	476.6
52	2,469.4	1,269.4	3,738.8	1,076.3	795.2	1,871.5	3,545.8	2,064.5	5,610.3
<i>Looked for work at some time during the year</i>	356.7	334.1	690.7	489.0	423.5	912.5	845.7	757.5	1,603.2
<i>Number of spells of looking for work during the year—</i>									
One	290.0	267.7	557.7	389.4	338.3	727.8	679.5	606.0	1,285.5
Two	26.5	24.3	50.8	46.4	40.2	86.6	72.9	64.5	137.4
Three	17.5	17.8	35.3	20.5	15.8	36.3	38.0	33.7	71.6
Four or more	22.6	24.3	47.0	32.8	29.0	61.8	55.4	53.3	108.8
Total	3,882.0	3,841.9	7,723.8	2,366.0	2,510.1	4,876.1	6,248.0	6,351.9	12,599.9

Source: *Labour Force Experience, Australia, During the Year Ending February 1989* (6206.0).

Transition from Education to Work

In May 1989, 2,208,200 persons were identified as having attended an educational institution in the previous year (1988) — 1,288,200 attended full-time and 920,000 attended part-time.

Of those who attended full-time in 1988, 335,600 had left full-time education by May 1989. Just over 80 per cent (269,200) of this group were employed in May 1989, while 13 per cent (43,000) were unemployed and 7 per cent (23,400) were not in the labour force.

Of those who attended part-time in 1988, 43 per cent (396,400) continued part-time study, 3 per cent (25,000) were attending full-time in May 1989 and 54 per cent (498,600) were not attending an educational institution at all in May 1989.

**TABLE 2.7. CIVILIAN POPULATION AGED 15 TO 64 (a): AGE, WHETHER ATTENDED AN EDUCATIONAL INSTITUTION AND TYPE OF ATTENDANCE IN PREVIOUS YEAR, WHETHER ATTENDING FULL-TIME EDUCATION AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1984 TO MAY 1989
('000)**

	1984	1985	1986	1987	1988	1989
AGED 15 TO 24						
Attended an educational institution in previous year	1,257.3	1,304.6	1,328.3	1,369.7	1,423.7	1,483.0
Attended full-time in previous year	1,003.7	1,047.2	1,088.7	1,124.9	1,261.9	1,196.5
Attending full-time education in May	716.7	743.2	778.3	837.4	870.8	907.2
Leavers	287.0	304.0	310.4	287.6	291.0	289.3
Employed	208.5	230.9	237.0	216.0	232.0	234.0
Full-time workers	179.6	200.7	206.2	182.0	196.1	199.9
Part-time workers	28.9	30.2	30.8	34.0	35.9	34.1
Unemployed	62.6	58.6	55.7	53.9	42.6	38.3
Not in labour force	15.9	14.6	17.6	17.6	16.4	17.0
Attended part-time in previous year	253.6	257.5	239.6	244.7	261.7	286.5
Attending an educational institution in May	139.4	133.8	123.5	133.6	144.6	147.6
Full-time	7.3	6.7	10.1	12.3	12.5	12.3
Part-time	132.1	127.1	113.4	121.3	132.3	135.3
Not attending an educational institution in May	114.2	123.7	116.2	111.1	117.1	138.9
Did not attend an educational institution in previous year	1,340.5	1,289.1	1,302.7	1,301.4	1,271.6	1,233.8
Total	2,597.7	2,593.7	2,631.0	2,671.0	2,695.2	2,716.8
AGED 25 TO 64						
Attended an educational institution in previous year	570.8	592.6	667.7	653.1	703.2	725.3
Attended full-time in previous year	65.7	67.8	74.7	76.0	92.5	91.8
Attending full-time education in May	24.6	26.5	28.7	34.3	42.5	45.5
Leavers	41.2	41.3	46.0	41.6	50.0	46.3
Employed	28.6	33.2	36.2	31.6	36.5	35.2
Full-time workers	23.6	27.4	29.7	25.6	26.9	29.8
Part-time workers	5.1	5.9	6.5	6.1	9.6	5.3
Unemployed	5.3	4.1	4.3	5.1	7.0	4.7
Not in labour force	7.2	4.1	5.5	4.9	6.5	6.4
Attended part-time in previous year	505.1	524.8	593.0	577.1	610.7	633.5
Attending an educational institution in May	220.6	220.7	244.1	246.3	253.3	273.8
Full-time	6.9	9.2	7.8	9.3	7.9	12.7
Part-time	213.6	211.5	236.2	237.0	245.4	261.1
Not attending an educational institution in May	284.5	304.0	348.9	330.8	357.4	359.7
Did not attend an educational institution in previous year	6,943.2	7,051.6	7,128.3	7,328.3	7,464.7	7,651.1
Total	7,514.0	7,644.2	7,796.0	7,981.3	8,167.9	8,376.3
TOTAL						
Attended an educational institution in previous year	1,828.1	1,897.1	1,995.9	2,022.7	2,126.8	2,208.2
Attended full-time in previous year	1,069.4	1,114.9	1,163.3	1,200.9	1,254.4	1,288.2
Attending full-time education in May	741.3	769.6	807.0	871.7	913.3	952.6
Leavers	328.1	345.3	356.3	329.2	341.1	335.6
Employed	237.2	264.1	273.3	247.7	268.5	269.2
Full-time workers	203.2	228.1	235.9	207.6	223.0	229.7
Part-time workers	34.0	36.0	37.4	40.1	45.5	39.5
Unemployed	67.8	62.6	60.0	59.1	49.7	43.0
Not in labour force	23.1	18.6	23.1	22.4	22.9	23.4
Attended part-time in previous year	758.7	782.2	832.6	821.8	872.4	920.0
Attending an educational institution in May	359.9	354.4	367.5	379.9	398.0	421.4
Full-time	14.2	15.8	17.8	21.6	20.3	25.0
Part-time	345.7	338.6	349.7	358.3	377.7	396.4
Not attending an educational institution in May	398.8	427.8	465.1	442.0	474.5	498.6
Did not attend an educational institution in previous year	8,283.6	8,340.7	8,431.1	8,629.7	8,736.3	8,884.9
Total	10,111.7	10,237.9	10,427.0	10,652.4	10,863.1	11,093.1

(a) Includes boarding school students but excludes institutionalised and persons permanently unable to work.

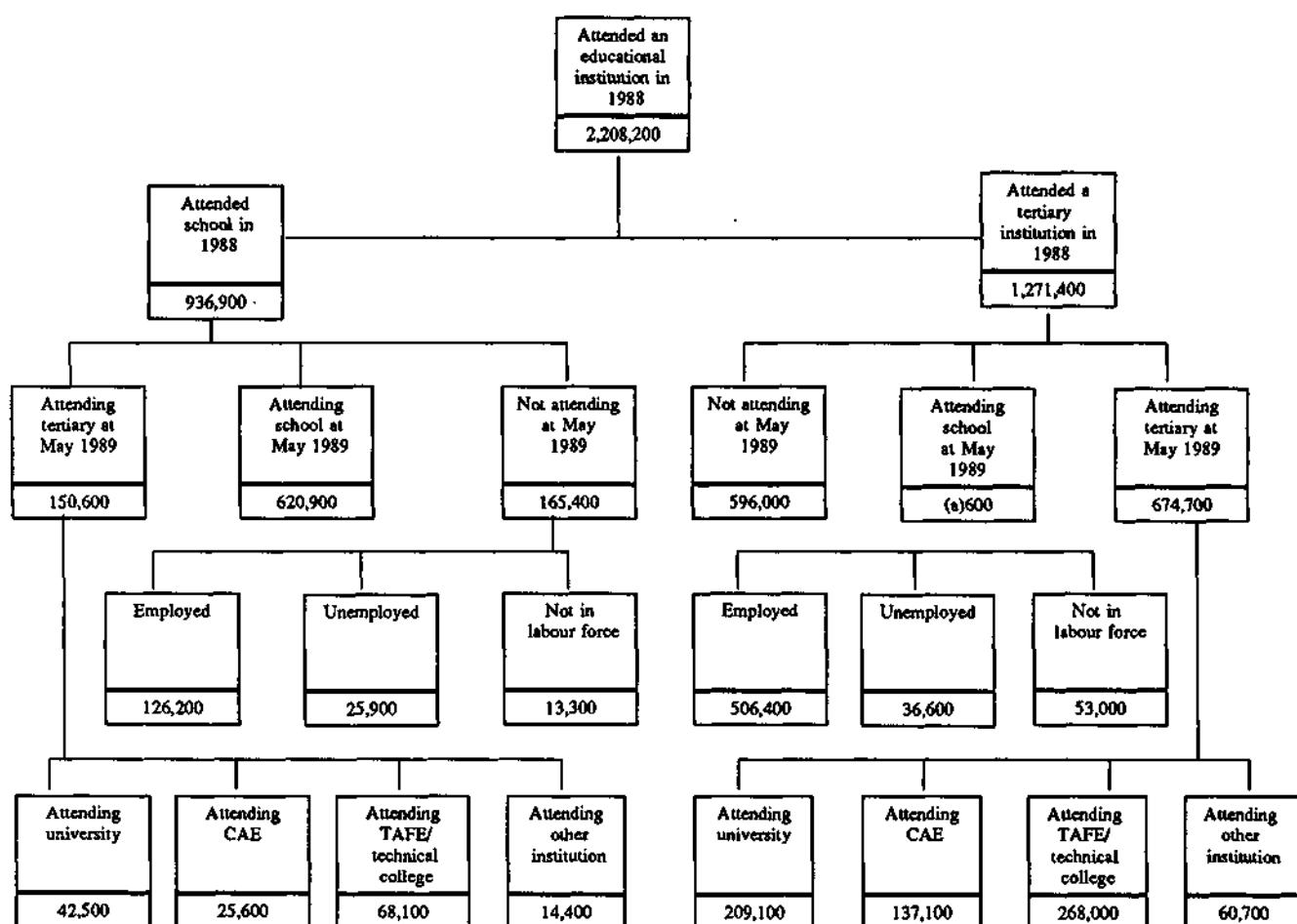
Source: *Transition from Education to Work, Australia, May 1989* (6227.0).

TABLE 2.8. PERSONS AGED 15 TO 19 : AGE, WHETHER ATTENDING AN EDUCATIONAL INSTITUTION FULL-TIME AND TYPE OF INSTITUTION ATTENDING,
AUSTRALIA, MAY 1984 TO MAY 1989

	Males					Females					Persons					<i>Total</i>
	15	16	17	18	19	15	16	17	18	19	15	16	17	18	19	
ATTENDING SCHOOL FULL-TIME																
May 1984	121.7	86.4	42.0	9.5	*1.9	113.4	85.5	43.7	8.1	*2.6	235.0	171.9	85.7	17.6	4.7	514.8
May 1985	130.8	89.2	45.9	6.9	*3.1	127.6	85.3	46.8	7.7	*1.7	258.4	174.5	92.7	14.6	4.8	545.0
May 1986	132.5	93.1	49.5	7.6	*3.2	133.0	84.4	49.0	7.6	*1.7	265.5	177.5	98.5	15.3	4.8	561.6
May 1987	135.3	99.1	60.3	10.6	*1.6	131.8	110.6	55.4	5.9	*1.6	267.2	209.7	115.7	16.5	*3.2	612.3
May 1988	135.9	104.5	65.4	9.7	*2.0	125.3	111.6	61.4	6.2	*2.1	261.2	216.1	126.8	15.9	4.1	624.1
May 1989	126.9	100.1	65.6	10.2	*2.1	120.5	105.6	67.4	13.9	*2.4	247.3	205.7	133.0	24.1	4.6	614.7
ATTENDING TERTIARY FULL-TIME																
May 1984	*2.1	4.2	10.5	17.4	16.3	*1.9	7.4	10.7	25.0	19.8	4.1	11.6	21.2	42.4	36.0	115.4
May 1985	*1.9	4.8	7.8	19.5	16.8	*1.4	6.0	11.5	27.5	22.7	*3.2	10.8	19.3	47.0	39.5	119.8
May 1986	*1.1	4.8	11.6	26.4	22.4	*1.5	7.3	14.0	30.6	23.6	*2.6	12.1	25.6	57.0	46.0	143.3
May 1987	*1.2	6.0	13.1	23.4	22.9	*1.6	7.1	15.0	29.3	27.0	*2.7	13.1	28.1	52.8	49.9	146.6
May 1988	*1.9	5.5	12.3	28.5	23.2	*1.4	7.2	15.1	30.5	33.8	*3.3	12.7	27.4	59.0	57.0	159.3
May 1989	*0.3	4.0	12.4	33.6	32.4	*1.7	4.8	16.4	38.6	35.8	*2.0	8.8	28.8	72.2	68.3	180.1
NOT ATTENDING AN EDUCATIONAL INSTITUTION FULL-TIME																
May 1984	13.4	46.3	75.1	97.4	104.1	11.4	33.9	67.4	90.9	107.7	24.8	80.3	142.6	188.3	211.8	647.7
May 1985	13.0	46.0	76.0	94.7	102.6	10.4	35.1	66.2	91.3	95.7	23.5	81.1	142.1	186.0	198.3	631.1
May 1986	11.9	45.6	75.3	98.3	93.3	10.7	38.1	68.8	90.5	92.4	22.6	83.7	144.1	188.8	185.8	624.9
May 1987	13.2	46.6	67.7	89.0	103.9	9.5	31.6	63.1	86.3	97.6	22.7	78.2	130.9	175.3	201.5	608.5
May 1988	12.6	35.3	77.0	96.3	96.3	9.6	29.6	58.4	92.9	99.3	22.2	64.9	135.4	189.3	195.6	607.3
May 1989	9.7	38.6	70.2	104.2	104.9	7.6	25.4	59.2	92.4	97.1	17.3	64.1	129.4	196.7	202.0	609.4
TOTAL																
May 1984	137.2	137.0	127.6	124.3	122.3	126.7	126.8	121.8	124.0	130.1	263.9	263.8	249.5	248.3	252.5	1,277.9
May 1985	145.7	140.0	129.7	121.1	122.5	139.4	126.4	124.5	126.4	120.1	285.1	266.4	254.2	247.5	242.6	1,295.8
May 1986	145.5	143.5	136.5	132.3	118.9	145.2	129.8	131.7	128.7	117.7	290.7	273.3	268.2	261.0	236.6	1,329.8
May 1987	149.7	151.6	141.1	123.1	128.4	142.9	149.4	133.5	121.5	126.2	292.6	301.0	274.6	244.6	254.6	1,367.4
May 1988	150.3	145.2	154.7	134.6	121.5	136.4	148.4	135.0	129.5	135.2	286.7	293.6	289.7	264.1	256.7	1,390.7
May 1989	136.8	142.8	148.1	148.1	139.4	129.8	135.8	143.1	144.9	135.4	266.7	278.6	291.2	293.0	274.8	1,404.2
PROPORTION ATTENDING AN EDUCATIONAL INSTITUTION FULL-TIME																
May 1984	90.2	66.2	41.1	21.7	14.9	91.0	73.2	44.7	26.6	17.2	90.6	69.6	42.9	24.1	16.1	49.3
May 1985	91.0	67.1	41.4	21.8	16.2	92.5	72.2	46.9	27.8	20.3	91.8	69.5	44.1	24.9	18.2	51.3
May 1986	91.8	68.2	44.8	25.7	21.5	92.7	70.6	47.8	29.7	21.5	92.2	69.4	46.3	27.7	21.5	53.0
May 1987	91.2	69.3	52.0	27.7	19.1	93.4	78.8	52.7	29.0	22.7	92.3	74.0	52.3	28.3	20.9	55.5
May 1988	91.6	75.7	50.2	28.4	20.8	92.9	80.1	56.7	28.3	26.5	92.3	77.9	53.2	28.3	23.8	56.3
May 1989	92.9	72.9	52.6	29.6	24.8	94.2	81.3	58.6	36.2	28.3	93.5	77.0	55.6	32.9	26.5	56.6

Source: *Transition from Education to Work, Australia, May 1989* (6227.0).

CHART 2.3. PERSONS AGED 15 TO 64 WHO ATTENDED AN EDUCATIONAL INSTITUTION IN 1988: TYPE OF EDUCATIONAL INSTITUTION ATTENDED IN 1988, WHETHER ATTENDING AN EDUCATIONAL INSTITUTION, TYPE OF EDUCATIONAL INSTITUTION ATTENDING AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1989



(a) Estimate subject to sampling variability too high for most practical uses.

Source : *Transition from Education to Work, Australia, May 1989* (6227.0).

TABLE 2.9. LEAVERS AGED 15 TO 64 : TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL TIME IN PREVIOUS YEAR AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1984 TO MAY 1989

	1984	1985	1986	1987	1988	1989
— '000 —						
Attended school full-time in previous year	188.1	199.1	212.2	194.5	194.6	198.1
Labour force	176.7	190.2	198.8	181.4	183.2	184.7
Employed	133.3	152.2	157.4	141.1	148.6	158.2
Unemployed	43.4	38.0	41.4	40.3	34.7	26.4
Not in labour force	11.4	8.9	13.4	13.2	11.3	13.5
— per cent —						
Unemployment rate	24.5	20.0	20.8	22.2	18.9	14.3
Participation rate	93.9	95.5	93.7	93.2	94.2	93.2
— '000 —						
Attended tertiary full-time in previous year	140.0	146.1	144.2	134.7	146.5	137.5
Labour force	128.3	136.5	134.5	125.4	134.9	127.5
Employed	103.9	111.9	115.8	106.6	119.9	110.9
Unemployed	24.4	24.5	18.7	18.8	15.0	16.6
Not in labour force	11.7	9.7	9.7	9.3	11.6	9.9
— per cent —						
Unemployment rate	19.1	18.0	13.9	15.0	11.1	13.0
Participation rate	91.7	93.4	93.3	93.1	92.1	92.8
Total	328.1	345.3	356.3	329.2	341.1	335.6

Source: *Transition from Education to Work, Australia, May 1989* (6227.0).

TABLE 2.10. PERSONS AGED 15 TO 24 WHO ATTENDED SCHOOL IN 1988 BUT WERE NOT ATTENDING SCHOOL IN MAY 1989 : LABOUR FORCE STATUS, WHETHER ATTENDING A TERTIARY INSTITUTION, TYPE OF ATTENDANCE AND TYPE OF SCHOOL LAST ATTENDED, AUSTRALIA, MAY 1989

Type of school last attended	Employed			Unem- ployed '000 -	Labour force	Not in labour force	Total	Unem- ployment rate - per cent -	Partici- pation rate	
	Full-time	Part-time	Total							
ATTENDING TERTIARY FULL-TIME										
Males										
Government	* 1.4	6.8	8.2	* 1.9	10.1	16.9	27.0	* 18.9	37.3	
Non-government	* 0.4	6.3	6.6	* 2.5	9.1	8.5	17.5	* 27.1	51.8	
Total(a)	* 1.8	13.3	15.0	4.4	19.4	25.8	45.2	22.5	42.9	
Females										
Government	* 0.1	9.9	10.0	* 3.1	13.0	22.8	35.8	* 23.4	36.4	
Non-government	* 0.0	8.2	8.2	* 2.0	10.2	9.4	19.6	* 19.7	52.1	
Total(a)	* 0.3	18.2	18.5	5.1	23.6	32.9	56.4	21.5	41.7	
Persons										
Government	* 1.5	16.6	18.1	5.0	23.1	39.7	62.8	21.5	36.8	
Non-government	* 0.4	14.5	14.8	4.5	19.3	17.9	37.1	23.2	51.9	
	<i>Total(a)</i>	<i>* 2.1</i>	<i>31.5</i>	<i>9.4</i>	<i>43.0</i>	<i>58.7</i>	<i>101.7</i>	<i>21.9</i>	<i>42.3</i>	
ATTENDING TERTIARY PART-TIME										
Males										
Government	20.7	* 3.0	23.6	* 0.2	23.9	* 0.1	24.0	* 1.0	99.5	
Non-government	4.3	* 0.8	5.1	* 0.1	5.3	* 0.0	5.3	* 2.0	100.0	
Total(a)	25.2	3.8	29.0	* 0.3	29.4	* 0.1	29.5	* 1.1	99.6	
Females										
Government	7.3	4.1	11.4	* 0.8	12.2	* 0.6	12.8	* 6.3	95.0	
Non-government	* 2.2	* 0.5	* 2.7	* 0.5	* 3.2	* 0.5	3.7	* 16.0	* 86.9	
Total(a)	10.1	4.6	14.7	* 1.3	16.0	* 1.1	17.1	* 8.0	93.4	
Persons										
Government	28.0	7.0	35.0	* 1.0	36.0	* 0.8	36.8	* 2.8	97.9	
Non-government	6.5	* 1.4	7.8	* 0.6	8.5	* 0.5	8.9	* 7.3	94.6	
	<i>Total(a)</i>	<i>35.3</i>	<i>8.4</i>	<i>43.7</i>	<i>* 1.6</i>	<i>45.3</i>	<i>* 1.2</i>	<i>46.6</i>	<i>* 3.6</i>	<i>97.3</i>
NOT ATTENDING TERTIARY										
Males										
Government	44.4	4.2	48.6	12.2	60.8	4.6	65.3	20.1	93.0	
Non-government	11.1	* 1.2	12.3	* 0.7	13.1	* 0.8	13.9	* 5.7	93.9	
Total(a)	55.7	5.9	61.6	13.1	74.7	5.4	80.1	17.5	93.2	
Females										
Government	32.8	8.3	41.1	11.2	52.3	5.4	57.8	21.4	90.6	
Non-government	11.9	* 1.6	13.5	* 1.0	14.5	* 0.7	15.1	* 6.8	95.7	
Total(a)	46.1	10.3	56.4	12.3	68.7	6.2	75.0	18.0	91.7	
Persons										
Government	77.2	12.5	89.7	23.4	113.1	10.0	123.1	20.7	91.9	
Non-government	23.0	* 2.8	25.8	* 1.7	27.5	* 1.5	29.0	* 6.3	94.8	
	<i>Total(a)</i>	<i>101.9</i>	<i>16.1</i>	<i>118.0</i>	<i>25.4</i>	<i>143.4</i>	<i>11.7</i>	<i>155.1</i>	<i>17.7</i>	<i>92.5</i>
TOTAL										
Males										
Government	66.5	13.9	80.4	14.3	94.7	21.6	116.3	15.1	81.4	
Non-government	15.8	8.3	24.1	* 3.3	27.4	9.3	36.7	* 12.1	74.7	
Total(a)	82.7	23.0	105.7	17.8	123.5	31.4	154.8	14.4	79.7	
Females										
Government	40.3	22.3	62.5	15.0	77.6	28.9	106.4	19.4	72.9	
Non-government	14.1	10.3	24.4	3.5	27.9	10.5	38.4	12.5	72.6	
Total(a)	56.5	33.1	89.6	18.7	108.3	40.2	148.5	17.3	72.9	
Persons										
Government	106.7	36.2	142.9	29.4	172.2	50.5	222.7	17.0	77.3	
Non-government	29.9	18.6	48.5	6.8	55.3	19.8	75.1	12.3	73.6	
	<i>Total(a)</i>	<i>139.2</i>	<i>56.0</i>	<i>195.2</i>	<i>36.5</i>	<i>231.7</i>	<i>71.6</i>	<i>303.4</i>	<i>15.7</i>	<i>76.4</i>

(a) Includes 5,500 persons who were not asked the type of school they last attended.

Source: *Transition from Education to Work, Australia, May 1989* (6227.0).

Educational Attainment

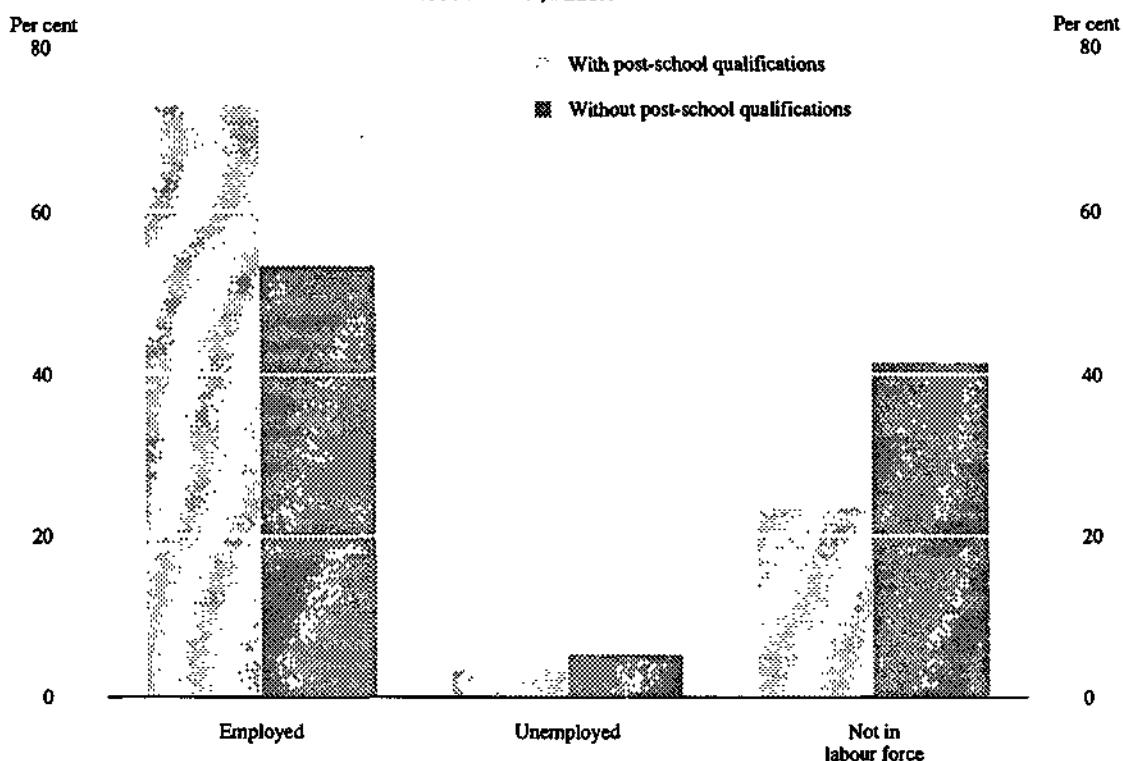
In February 1989 there were an estimated 8,103,800 persons in the labour force, of whom 3,703,300 (46%) had post-school qualifications, 4,218,600 (52%) were without post-school qualifications and 181,900 (2%) were still at school. Persons in the labour force with a post-school qualification comprised 1,580,100 (43%) with a certificate or diploma, 1,297,100 (35%) with a Trade qualification or apprenticeship, 806,400 (21%) with a degree and 19,700 (1%) with other qualifications.

TABLE 2.11. CIVILIAN POPULATION AGED 15 TO 69(a) : LABOUR FORCE STATUS AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1989

	<i>Employed</i>			<i>Unem-ployed</i>	<i>Labour force</i>	<i>Not in labour force</i>	<i>Total</i>	<i>Unem-ployment rate</i>	<i>Partic-ipation rate</i>						
	<i>Full-time</i>	<i>Part-time</i>	<i>Total</i>												
<i>Educational attainment</i>															
MALES															
With post-school qualifications	2,163.1	97.9	2,261.0	86.6	2,347.6	452.9	2,800.5	3.7	83.8						
Degree	490.6	28.1	518.7	18.1	536.9	69.1	606.0	3.4	88.6						
Trade qualification	1,128.6	38.2	1,166.7	45.4	1,212.1	275.7	1,487.8	3.7	81.5						
Certificate or diploma	537.9	30.7	568.5	22.1	590.6	106.6	697.3	3.7	84.7						
Other	6.1	* 0.9	7.0	* 1.0	8.0	* 1.4	9.4	* 12.7	84.7						
Without post-school qualifications(b)	2,004.5	151.3	2,155.9	217.6	2,373.5	800.0	3,173.5	9.2	74.8						
Attended highest level of secondary school available	488.7	60.8	549.6	52.9	602.4	127.8	730.2	8.8	82.5						
Did not attend highest level of secondary school available	1,500.6	90.5	1,591.1	163.2	1,754.3	656.4	2,410.7	9.3	72.8						
Left at age —															
18 and over	30.4	* 2.2	32.7	* 2.6	35.2	6.1	41.3	* 7.3	85.3						
16 or 17	617.8	26.4	644.2	59.9	704.0	90.3	794.3	8.5	88.6						
14 or 15	731.3	47.2	778.5	87.0	865.6	402.9	1,268.4	10.1	68.2						
13 and under	121.1	14.6	135.7	13.7	149.4	157.2	306.7	9.2	48.7						
Never attended school	5.4	* 0.0	5.4	* 0.7	6.1	13.3	19.3	* 11.7	31.3						
Still at school	* 1.6	60.8	62.4	15.7	78.1	195.9	274.1	20.1	28.5						
<i>Total</i>	4,169.3	310.0	4,479.3	319.9	4,799.2	1,448.8	6,248.0	6.7	76.8						
FEMALES															
With post-school qualifications	844.3	457.9	1,302.2	81.0	1,383.2	704.4	2,087.6	5.9	66.3						
Degree	198.3	76.1	274.4	10.8	285.2	76.2	361.4	3.8	78.9						
Trade qualification	49.2	34.9	84.1	5.1	89.2	109.2	198.4	5.7	44.9						
Certificate or diploma	592.5	342.7	935.1	62.4	997.5	509.3	1,506.8	6.3	66.2						
Other	4.3	4.2	8.6	* 2.8	11.4	9.7	21.1	* 24.7	53.9						
Without post-school qualifications(b)	991.6	662.8	1,654.5	168.4	1,822.9	2,176.0	3,999.0	9.2	45.6						
Attended highest level of secondary school available	281.6	152.0	433.5	58.1	491.6	261.8	753.4	11.8	65.3						
Did not attend highest level of secondary school available	701.8	504.5	1,206.3	107.6	1,313.9	1,882.2	3,196.1	8.2	41.1						
Left at age —															
18 and over	16.4	6.6	23.0	* 1.9	24.9	20.3	45.2	* 7.6	55.0						
16 or 17	317.4	186.6	504.0	50.5	554.4	395.5	950.0	9.1	58.4						
14 or 15	328.5	284.0	612.6	52.7	665.3	1,162.8	1,828.1	7.9	36.4						
13 and under	39.5	27.3	66.8	* 2.6	69.3	303.5	372.8	* 3.7	18.6						
Never attended school	3.6	* 1.9	5.5	* 1.4	6.9	24.0	30.9	* 20.2	22.4						
Still at school	* 0.3	79.2	79.5	18.7	98.2	167.2	265.4	19.1	37.0						
<i>Total</i>	1,836.3	1,199.9	3,036.1	268.2	3,304.4	3,047.6	6,351.9	8.1	52.0						
PERSONS															
With post-school qualifications	3,007.4	555.7	3,563.2	167.6	3,730.8	1,157.3	4,888.1	4.5	76.3						
Degree	688.9	104.2	793.2	28.9	822.1	145.3	967.4	3.5	85.0						
Trade qualification	1,177.7	73.1	1,250.8	50.5	1,301.3	384.9	1,686.2	3.9	77.2						
Certificate or diploma	1,130.3	373.3	1,503.7	84.5	1,588.1	615.9	2,204.0	5.3	72.1						
Other	10.4	5.1	15.5	3.8	19.3	11.2	30.5	19.7	63.4						
Without post-school qualifications(b)	2,996.2	814.2	3,810.3	386.1	4,196.4	2,976.0	7,172.4	9.2	58.5						
Attended highest level of secondary school available	770.3	212.8	983.1	110.9	1,094.0	389.6	1,483.6	10.1	73.7						
Did not attend highest level of secondary school available	2,202.4	595.0	2,797.4	270.8	3,068.2	2,538.6	5,606.9	8.8	54.7						
Left at age —															
18 and over	46.9	8.8	55.7	4.4	60.1	26.4	86.5	7.4	69.5						
16 or 17	935.1	213.0	1,148.2	110.3	1,258.5	485.8	1,744.3	8.8	72.1						
14 or 15	1,059.9	331.2	1,391.1	139.8	1,530.9	1,565.7	3,096.6	9.1	49.4						
13 and under	160.6	41.9	202.5	16.3	218.7	460.7	679.5	7.4	32.2						
Never attended school	8.9	* 1.9	10.9	* 2.1	13.0	37.3	50.3	* 16.2	25.9						
Still at school	* 2.0	140.0	141.9	34.4	176.3	363.1	539.4	19.5	32.7						
<i>Total</i>	6,005.6	1,509.9	7,515.4	588.1	8,103.6	4,496.4	12,599.9	7.3	64.3						

(a) Excluding persons in institutions and visitors to private dwellings. Details of educational attainment were not obtained for these persons. (b) Includes persons for whom attendance at a secondary school could not be determined.

CHART 2.4. CIVILIAN POPULATION AGED 15 AND OVER :
LABOUR FORCE STATUS AND EDUCATIONAL ATTAINMENT,
AUSTRALIA, FEBRUARY 1989



Source: *Labour Force Status and Educational Attainment, Australia, February 1989* (6235.0).

TABLE 2.12. PERSONS IN THE LABOUR FORCE : FAMILY STATUS AND EDUCATIONAL ATTAINMENT,
AUSTRALIA, FEBRUARY 1989
('000)

Educational attainment	Family status										Family status not determined	Total		
	Husband or wife		Member of a family					Not a member of a family						
	With dependents present	Without dependents present	Not married family head	Full-time student aged 15-24(a)	Other child of family head	Other relative of family head	Total							
With post-school qualifications	1,593.7	908.8	129.2	12.9	368.3	32.9	3,045.8	529.6	127.9	3,703.3				
Degree	346.4	177.3	25.9	4.0	63.7	6.5	623.8	153.1	29.4	806.4				
Trade qualification or apprenticeship	581.7	359.4	21.5	* 1.4	116.9	10.7	1,091.6	165.0	40.6	1,297.1				
Certificate or diploma	658.1	368.5	80.7	7.3	183.8	15.5	1,313.9	209.0	57.1	1,580.1				
Without post-school qualifications(c)	1,363.2	964.2	156.3	117.9	866.7	60.0	3,528.3	532.9	157.3	4,218.6				
Attended highest level of secondary school available	263.3	167.9	29.5	106.1	281.7	13.3	861.8	173.3	42.6	1,077.7				
Did not attend highest level of secondary school available	1,088.8	787.2	125.1	11.8	581.2	45.6	2,639.7	355.4	113.4	3,108.5				
Left at age—														
16 and over	421.0	230.3	44.1	8.2	363.7	19.6	1,086.9	169.9	50.8	1,307.7				
14 or 15	576.9	461.3	72.8	3.6	214.6	23.8	1,353.1	167.9	56.4	1,577.4				
13 and under	90.8	95.6	8.1	* 0.0	* 2.9	* 2.2	199.7	17.6	6.1	223.4				
Still at school	* 0.0	* 0.0	* 0.0	175.3	* 0.2	* 0.0	175.5	* 0.7	5.7	181.9				
Total	2,956.9	1,873.0	285.5	306.1	1,235.2	92.9	6,749.7	1,063.2	291.0	8,103.8				

(a) Excludes persons aged 20 to 24 attending school (c) Includes persons who never attended school and those for whom secondary school qualifications could not be determined.

Source: *Labour Force Status and Educational Attainment, Australia, February 1989* (6235.0).

Families

In June 1989, 80 per cent of *married-couple families* had at least one partner in the labour force, 56 per cent of *one-parent families* had the parent in the labour force while 44 per cent of family heads of *other families* were in the labour force.

Of the 78 per cent of *married-couple families* where at least one partner was employed, almost 32 per cent had both partners employed full time. Of those *married-couple families* with both partners employed, 60 per cent had dependents present. About 31 per cent of *married-couple families* had only one partner employed. In 92 per cent of these families the employed person was the husband.

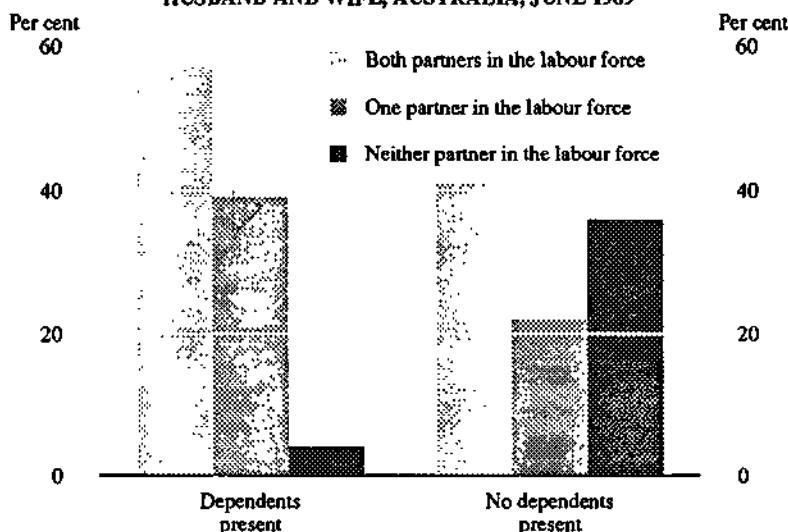
Almost 5 per cent of *married-couple families* had at least one partner unemployed. 48 per cent of these families had one partner employed, and of these 85 per cent were employed full time.

In about half of *one-parent families*, the parent was employed, and 82 per cent of employed parents were female. Approximately 80 per cent of male parents of *one-parent families* were employed, compared with 46 per cent of female parents of *one-parent families*. The percentage of *one-parent families* with the parent employed was greater where the parent was a male irrespective of the age of youngest dependent.

Of the 6 per cent of parents of *one-parent families* who were unemployed, 89 per cent were females. Where the parent was female, the percentage of *one-parent families* with the parent unemployed decreased as the age of the youngest dependent increased.

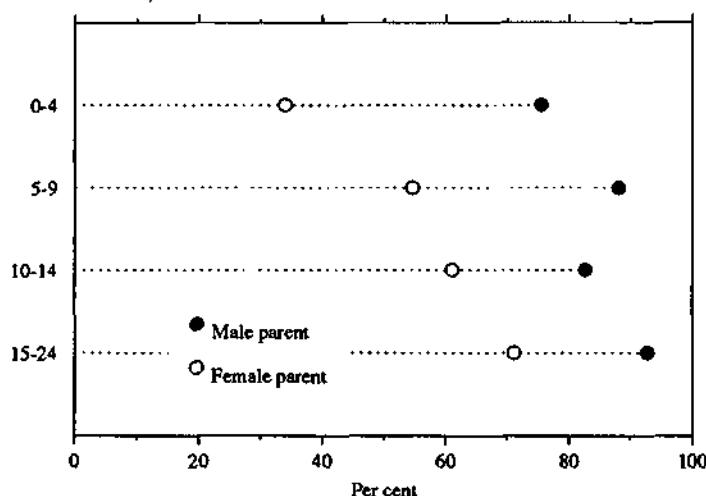
For *other families*, 41 per cent of family heads were employed and only 3 per cent were unemployed.

CHART 2.5. PERCENTAGE OF MARRIED-COUPLE FAMILIES (WITH OR WITHOUT DEPENDENTS PRESENT) BY LABOUR FORCE STATUS OF HUSBAND AND WIFE, AUSTRALIA, JUNE 1989



Source: *Labour Force Status and Other Characteristics of Families, Australia, June 1989* (6224.0).

CHART 2.6. PERCENTAGE OF ONE-PARENT FAMILIES WITH THE PARENT IN THE LABOUR FORCE BY AGE OF YOUNGEST DEPENDENT, AUSTRALIA, JUNE 1989



Source: *Labour Force Status and Other Characteristics of Families, Australia, June 1989* (6224.0).

TABLE 2.13. FAMILY STATUS AND LABOUR FORCE STATUS OF PERSONS AGED 15 AND OVER(a)
AUSTRALIA, JUNE 1989

	<u>Unemployed</u>										Civilian popu- lation aged 15 and over	Unemp- loyment rate	Partici- pation rate			
	<u>Employed</u>			<u>Looking for full- time work</u>			Total	Labour force	Not in labour force							
	Full- time workers	Part- time workers	Total	Total	Labour force											
	- '000 -										- per cent -					
	MALES															
Member of a family	3,463.1	276.4	3,739.5	173.2	196.1	3,935.6	1,186.8	5,122.4	5.0	76.8						
Husband	2,725.5	124.6	2,850.1	103.5	109.4	2,959.5	812.7	3,772.2	3.7	78.5						
With dependents present	1,731.0	47.5	1,778.5	68.9	72.0	1,850.5	112.1	1,962.6	3.9	94.3						
Without dependents present	994.6	77.1	1,071.6	34.6	37.4	1,109.0	700.5	1,809.6	3.4	61.3						
Sole parent	28.3	* 2.0	30.2	* 1.8	* 2.0	32.2	5.5	37.7	* 6.2	85.5						
Other family head	42.3	3.7	46.0	* 2.6	* 2.6	48.6	23.2	71.8	* 5.4	67.7						
Full-time student aged 15-24(b)	7.3	105.8	113.1	* 3.4	16.8	129.9	263.7	393.7	12.9	33.0						
Other child(c) of married couple or family head	607.8	37.3	645.1	55.9	59.4	704.6	50.1	754.7	8.4	93.4						
Other relative of married couple or family head	51.8	* 3.0	54.9	5.9	5.9	60.7	31.6	92.4	9.7	65.7						
Not a member of a family	575.5	50.3	625.8	37.2	41.9	667.7	218.3	886.0	6.3	75.4						
Living alone	251.9	19.9	271.8	16.7	17.7	289.6	165.4	455.0	6.1	63.6						
Not living alone	323.6	30.4	354.0	20.6	24.1	378.1	52.9	431.0	6.4	87.7						
Total	4,038.6	326.7	4,365.3	210.5	238.0	4,603.3	1,405.1	6,008.4	5.2	76.6						
	FEMALES															
Member of a family	1,458.4	1,116.4	2,574.7	111.5	173.2	2,748.0	2,433.4	5,181.4	6.3	53.0						
Wife	963.8	857.8	1,821.6	49.7	84.4	1,906.1	1,795.0	3,701.0	4.4	51.5						
With dependents present	453.1	617.4	1,070.5	28.3	56.3	1,126.9	784.9	1,911.7	5.0	58.9						
Without dependents present	510.7	240.4	751.1	21.4	28.1	779.2	1,010.1	1,789.3	3.6	43.5						
Sole parent	74.6	61.2	135.8	10.0	16.2	152.0	140.9	292.9	10.7	51.9						
Other family head	42.7	17.5	60.2	3.7	5.4	65.6	121.0	186.6	8.2	35.1						
Full-time student aged 15-24(b)	4.2	128.2	132.4	4.2	21.6	154.0	244.8	398.8	14.0	38.6						
Other child(c) of married couple or family head	346.1	47.2	393.2	38.4	39.7	433.0	38.9	471.9	9.2	91.8						
Other relative of married couple or family head	27.0	4.5	31.5	5.4	5.9	37.3	92.9	130.3	15.7	28.7						
Not a member of a family	345.6	73.0	418.6	28.1	32.2	450.8	506.0	956.9	7.2	47.1						
Living alone	137.7	33.5	171.2	9.4	10.9	182.1	453.1	635.2	6.0	28.7						
Not living alone	207.9	39.5	247.4	18.7	21.4	268.8	52.9	321.7	7.9	83.5						
Total	1,804.0	1,189.4	2,993.3	139.6	205.5	3,198.8	2,939.5	6,138.3	6.4	52.1						
	PERSONS															
Member of a family	4,921.4	1,392.8	6,314.2	284.7	369.3	6,683.6	3,620.3	10,303.8	5.5	64.9						
Husband or wife	3,689.3	982.4	4,671.8	153.3	193.8	4,865.6	2,607.6	7,473.2	4.0	65.1						
With dependents present	2,184.0	665.0	2,849.0	97.2	128.3	2,977.3	897.0	3,874.3	4.3	76.8						
Without dependents present	1,505.3	317.5	1,822.8	56.0	65.5	1,888.3	1,710.6	3,598.9	3.5	52.5						
Sole parent	102.8	63.2	166.0	11.8	18.2	184.2	146.4	330.6	9.9	55.7						
Other family head	85.0	21.3	106.2	6.3	8.0	114.2	144.2	258.4	7.0	44.2						
Full-time student aged 15-24(b)	11.6	234.0	245.5	7.6	38.4	283.9	508.5	792.4	13.5	35.8						
Other child(c) of married couple or family head	953.9	84.5	1,038.3	94.4	99.2	1,137.5	89.0	1,226.6	8.7	92.7						
Other relative of married couple or family head	78.8	7.5	86.3	11.3	11.8	98.1	124.6	222.7	12.0	44.1						
Not a member of a family	921.1	123.3	1,044.4	65.4	74.1	1,118.6	724.4	1,842.9	6.6	60.7						
Living alone	389.6	53.5	443.0	26.1	28.6	471.6	618.5	1,090.2	6.1	43.3						
Not living alone	531.6	69.9	601.4	39.3	45.5	646.9	105.8	752.7	7.0	85.9						
Total	5,842.6	1,516.1	7,358.7	350.1	443.4	7,802.1	4,344.6	12,146.7	5.7	64.2						

(a) Civilians who were residents of households where family status was determined. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who were classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1989 (6224.0).

TABLE 2.14. FAMILY STATUS OF EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS(a)
AUSTRALIA, JUNE 1989
('000)

	Part-time workers				Average weekly hours worked			
	Full-time workers	Weekly hours worked			Total	Total workers	By	
		0(b)	1.14	15-34			full-time workers	part-time workers
MALES								
Member of a family	3,463.1	14.9	134.0	127.5	276.4	3,739.5	40.9	14.5
Husband	2,725.5	6.1	40.2	78.3	124.6	2,850.1	41.7	17.9
With dependents present	1,731.0	* 2.4	12.3	32.9	47.5	1,778.5	42.2	19.7
Without dependents present	994.6	3.8	28.0	45.4	77.1	1,071.6	40.9	16.7
Sole parent	28.3	* 0.5	* 0.4	* 1.1	* 2.0	30.2	40.0	15.9
Other family head	42.3	* 0.0	* 1.0	* 2.8	3.7	46.0	39.1	19.6
Full-time student aged 15-24(c)	7.3	6.9	83.2	15.8	105.8	113.1	30.0	8.4
Other child(d) of married couple or family head	607.8	* 1.4	8.2	27.7	37.3	645.1	37.9	19.6
Other relative of married couple or family head	51.8	* 0.0	* 1.1	* 1.9	* 3.0	54.9	39.4	16.6
Not a member of a family	575.5	* 3.4	17.3	29.7	50.3	625.8	40.8	16.8
Living alone	251.9	* 1.6	7.5	10.8	19.9	271.8	40.7	15.3
Not living alone	323.6	* 1.8	9.7	18.9	30.4	354.0	40.9	17.8
<i>Total</i>	<i>4,038.6</i>	<i>18.3</i>	<i>151.3</i>	<i>157.2</i>	<i>326.7</i>	<i>4,365.3</i>	<i>40.9</i>	<i>14.8</i>
FEMALES								
Member of a family	1,458.4	53.4	484.9	578.0	1,116.4	2,574.7	36.6	15.0
Wife	963.8	40.1	334.6	483.1	857.8	1,821.6	36.9	15.8
With dependents present	453.1	24.5	251.1	341.8	617.4	1,070.5	37.4	15.5
Without dependents present	510.7	15.6	83.4	141.3	240.4	751.1	36.6	16.4
Sole parent	74.6	* 2.2	26.3	32.8	61.2	135.8	37.7	15.8
Other family head	42.7	* 0.6	5.0	11.9	17.5	60.2	36.6	18.1
Full-time student aged 15-24(c)	4.2	8.4	106.8	12.9	128.2	132.4	30.8	7.7
Other child(d) of married couple or family head	346.1	* 1.4	11.2	34.5	47.2	393.2	35.6	19.2
Other relative of married couple or family head	27.0	* 0.7	* 1.0	* 2.7	4.5	31.5	35.4	15.1
Not a member of a family	345.6	4.3	27.0	41.7	73.0	418.6	37.2	16.7
Living alone	137.7	* 2.1	13.6	17.8	33.5	171.2	37.1	15.9
Not living alone	207.9	* 2.2	13.4	24.0	39.5	247.4	37.2	17.3
<i>Total</i>	<i>1,804.0</i>	<i>57.7</i>	<i>511.9</i>	<i>619.8</i>	<i>1,189.4</i>	<i>2,993.3</i>	<i>36.7</i>	<i>15.1</i>
PERSONS								
Member of a family	4,921.4	68.3	619.0	705.5	1,392.8	6,314.2	39.6	14.9
Husband or wife	3,689.3	46.2	374.8	561.4	982.4	4,671.8	40.5	16.0
With dependents present	2,184.0	26.8	263.4	374.8	665.0	2,849.0	41.2	15.8
Without dependents present	1,505.3	19.4	111.4	186.7	317.5	1,822.8	39.4	16.4
Sole parent	102.8	* 2.7	26.7	33.9	63.2	166.0	38.3	15.8
Other family head	85.0	* 0.6	6.0	14.7	21.3	106.2	37.9	18.3
Full-time student aged 15-24(c)	11.6	15.2	190.0	28.7	234.0	245.5	30.3	8.0
Other child(d) of married couple or family head	953.9	* 2.9	19.4	62.2	84.5	1,038.3	37.0	19.4
Other relative of married couple or family head	78.8	* 0.7	* 2.1	4.6	7.5	86.3	38.0	15.7
Not a member of a family	921.1	7.7	44.3	71.4	123.3	1,044.4	39.5	16.7
Living alone	389.6	3.7	21.1	28.6	53.5	443.0	39.5	15.7
Not living alone	531.6	3.9	23.1	42.8	69.9	601.4	39.5	17.5
<i>Total</i>	<i>5,842.6</i>	<i>75.9</i>	<i>663.2</i>	<i>776.9</i>	<i>1,516.1</i>	<i>7,358.7</i>	<i>39.6</i>	<i>15.1</i>
34.6								

(a) Civilians who were residents of households where family status was determined. (b) Persons who had a job in which they usually worked part time, i.e. less than 35 hours per week, but were not at work during the reference week. (c) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (d) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1989 (6224.0).

TABLE 2.15. ALL FAMILIES: TYPE OF FAMILY, NUMBER OF DEPENDENTS PRESENT, AND NUMBER OF FAMILY MEMBERS EMPLOYED(a), AUSTRALIA, JUNE 1988 AND JUNE 1989
('000 families)

Number of dependents present	None employed		One employed		Two or more employed		Total	
	June 1988(b)	June 1989	June 1988(b)	June 1989	June 1988(b)	June 1989	June 1988(b)	June 1989
MARRIED-COUPLE FAMILIES								
None	583.2	609.1	346.9	348.4	796.0	841.0	1,726.1	1,798.5
One or more	120.5	109.8	703.4	651.3	1,110.2	1,169.4	1,934.2	1,930.5
One	38.2	36.3	213.5	189.0	392.1	407.5	643.8	632.7
Two	42.0	35.1	300.2	265.2	465.3	491.9	807.5	792.2
Three	20.6	24.8	136.8	144.8	196.8	203.2	354.2	372.7
Four or more	19.8	13.6	53.0	52.4	55.9	66.9	128.7	132.9
Total	703.7	718.9	1,050.4	999.8	1,906.2	2,010.4	3,660.2	3,729.0
ONE-PARENT FAMILIES WITH A MALE PARENT								
One	5.3	4.6	14.9	13.2	5.8	4.9	26.0	22.8
Two	* 3.1	* 1.4	7.4	7.9	* 0.4	* 1.3	11.0	10.6
Three or more	* 0.5	* 0.6	* 2.4	* 2.7	* 0.7	* 0.6	3.6	4.0
Total	8.9	6.7	24.8	23.9	6.9	6.9	40.6	37.4
ONE-PARENT FAMILIES WITH A FEMALE PARENT								
One	83.1	66.8	61.0	68.8	17.0	19.0	161.0	154.6
Two	47.8	43.8	34.6	36.7	10.6	12.0	93.0	92.4
Three	17.0	16.6	10.3	12.6	* 1.8	3.7	29.1	32.9
Four or more	9.9	9.4	* 2.9	* 2.2	* 0.5	* 1.3	13.4	12.9
Total	157.8	136.6	108.8	120.2	30.0	36.1	296.6	292.9
ONE-PARENT FAMILIES: TOTAL								
One	88.3	71.4	75.9	82.0	22.8	24.0	187.1	177.4
Two	51.0	45.2	42.0	44.6	11.0	13.3	104.0	103.0
Three	17.3	17.3	12.3	14.9	* 2.4	4.1	31.9	36.3
Four or more	10.2	9.4	* 3.4	* 2.6	* 0.6	* 1.6	14.2	13.6
Total	166.8	143.3	133.5	144.1	36.8	43.0	337.2	330.3
OTHER FAMILIES								
None	53.8	55.8	87.7	90.3	91.5	102.3	233.1	248.4
One or more	* 1.3	* 2.6	* 2.8	5.5	* 1.2	* 2.9	5.4	11.1
Total	55.1	58.4	90.5	95.8	92.7	105.2	238.4	259.4
ALL FAMILIES								
None	637.0	664.9	434.6	438.7	887.5	943.3	1,959.1	2,046.9
One or more	288.6	255.6	839.8	801.0	1,148.3	1,215.3	2,276.7	2,271.9
One	127.6	109.8	292.2	276.3	415.9	434.4	835.7	820.5
Two	93.1	80.8	342.2	310.0	476.5	505.1	911.8	895.9
Three	37.9	42.1	149.0	159.6	199.3	207.3	386.3	409.0
Four or more	30.0	23.0	56.4	55.0	56.6	68.4	142.9	146.4
Total	925.6	920.5	1,274.5	1,239.7	2,035.8	2,158.5	4,235.8	4,318.8

(a) Employment status refers to persons aged 15 and over only. (b) These estimates are based on 1981 census benchmarks.

Source: *Labour Force Status and Other Characteristics of Families, Australia, June 1989* (6224.0).

**TABLE 2.16. MARRIED-COUPLE FAMILIES: LABOUR FORCE STATUS OF HUSBAND AND WIFE AND AGE OF YOUNGEST DEPENDENT PRESENT, AUSTRALIA, JUNE 1989
('000 families)**

	<i>Wife employed</i>			<i>Wife unemp- loyed</i>	<i>Wife in the labour force</i>	<i>Wife not in the labour force</i>	<i>Total</i>
	<i>Full time</i>	<i>Part time</i>	<i>Total</i>				
	HUSBAND EMPLOYED FULL TIME						
Families with dependents present	421.2	589.6	1,010.8	40.2	1,051.0	651.1	1,702.1
Age of youngest dependent —							
0-4	104.5	224.4	328.9	14.5	343.4	388.8	732.2
5-9	110.7	159.4	270.1	15.9	286.0	108.8	394.8
10-14	126.3	134.3	260.6	6.9	267.5	95.4	362.9
15-24	79.6	71.6	151.2	* 2.9	154.1	58.1	212.2
Families without dependents present	473.9	198.4	672.4	18.7	691.1	294.4	985.5
<i>Total</i>	<i>895.1</i>	<i>788.1</i>	<i>1,683.1</i>	<i>59.0</i>	<i>1,742.1</i>	<i>945.5</i>	<i>2,687.6</i>
HUSBAND EMPLOYED: TOTAL							
Families with dependents present	433.9	604.5	1,038.4	41.4	1,079.8	668.9	1,748.8
Age of youngest dependent —							
0-4	107.6	230.1	337.7	15.0	352.7	397.6	750.2
5-9	114.2	162.8	277.1	16.3	293.4	111.6	405.0
10-14	129.1	137.0	266.1	7.2	273.4	99.4	372.8
15-24	83.0	74.5	157.5	* 2.9	160.4	60.3	220.8
Families without dependents present	488.4	218.8	707.1	20.3	727.5	334.6	1,062.1
<i>Total</i>	<i>922.3</i>	<i>823.3</i>	<i>1,745.5</i>	<i>61.8</i>	<i>1,807.3</i>	<i>1,003.6</i>	<i>2,810.9</i>
HUSBAND IN THE LABOUR FORCE							
Families with dependents present	439.6	611.0	1,050.6	53.9	1,104.5	715.0	1,819.6
Age of youngest dependent —							
0-4	108.3	232.3	340.6	21.7	362.3	427.4	789.7
5-9	116.0	164.8	280.8	20.2	301.0	120.1	421.1
10-14	131.2	138.1	269.2	8.5	277.7	105.4	383.1
15-24	84.1	75.9	160.0	3.5	163.5	62.1	225.7
Families without dependents present	494.7	222.1	716.8	25.2	742.0	357.5	1,099.4
<i>Total</i>	<i>934.3</i>	<i>833.1</i>	<i>1,767.4</i>	<i>79.1</i>	<i>1,846.5</i>	<i>1,072.5</i>	<i>2,919.0</i>
TOTAL							
Families with dependents present	457.0	623.9	1,080.9	57.0	1,137.9	792.6	1,930.5
Age of youngest dependent —							
0-4	113.1	235.2	348.3	23.2	371.5	450.0	821.6
5-9	119.7	168.2	287.8	21.3	309.1	135.5	444.6
10-14	133.9	142.2	276.1	8.8	285.0	123.4	408.4
15-24	90.3	78.3	168.6	3.7	172.3	83.6	255.9
Families without dependents present	516.9	242.1	759.0	28.1	787.1	1,011.4	1,798.5
<i>Total</i>	<i>974.0</i>	<i>866.0</i>	<i>1,839.9</i>	<i>85.2</i>	<i>1,925.1</i>	<i>1,804.0</i>	<i>3,729.0</i>

Source: *Labour Force Status and Other Characteristics of Families, Australia, June 1989* (6224.0).

**TABLE 2.17. ONE-PARENT FAMILIES: LABOUR FORCE STATUS OF PARENT AND AGE OF YOUNGEST DEPENDENT PRESENT, AUSTRALIA, JUNE 1989
('000 families)**

Age of youngest dependent —	<i>Parent employed</i>			<i>Parent unemployed</i>	<i>Parent in the labour force</i>	<i>Parent not in the labour force</i>	<i>Total</i>
	<i>Full time</i>	<i>Part time</i>	<i>Total</i>				
0-4	13.9	16.4	30.3	6.3	36.6	65.2	101.8
5-9	25.5	20.5	46.0	5.0	51.0	37.5	88.4
10-14	31.9	17.4	49.2	3.7	53.0	29.1	82.0
15-24	31.2	9.2	40.5	* 3.1	43.6	14.4	58.0
<i>Total</i>	<i>102.4</i>	<i>63.5</i>	<i>165.9</i>	<i>18.2</i>	<i>184.1</i>	<i>146.2</i>	<i>330.3</i>

Source: *Labour Force Status and Other Characteristics of Families, Australia, June 1989* (6224.0).

Persons Who Had Re-entered the Labour Force

In May 1987 there were 7,798,600 persons in the labour force (63% of the civilian population aged 15 and over). About 498,500 of these persons were not in the labour force twelve months ago, and of these, 297,900 persons had never worked continuously for a period of twelve months or more.

Of those who had worked continuously for a period of twelve months or more, 154,800 had been not in the labour force for a period of twelve months or more and are defined as persons who had re-entered the labour force. Thus 2 per cent of the labour force had re-entered the labour force within the last twelve months.

**TABLE 2.18. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE : AGE, BIRTHPLACE AND PERIOD OF ARRIVAL,
SELECTED DETAILS OF PREVIOUS JOB AND WHETHER WORKING OR LOOKING FOR WORK, AUSTRALIA,
MAY 1985 AND MAY 1987
('000)**

	<i>May 1985</i>			<i>May 1987</i>		
	<i>Working</i>	<i>Looking for work</i>	<i>Total</i>	<i>Working</i>	<i>Looking for work</i>	<i>Total</i>
<i>Age group—</i>						
15-24	9.6	4.6	14.2	13.0	4.2	17.2
25-34	57.1	23.5	80.6	54.1	18.8	72.9
35-44	32.1	11.8	43.9	27.4	13.1	40.5
45-54	8.8	5.1	12.2	11.4	4.6	16.0
55 and over	4.2			6.5	*	8.0
<i>Birthplace and period of arrival—</i>						
Born in Australia	84.0	32.1	116.0	91.4	28.8	120.2
Born outside Australia	27.9	12.9	40.8	21.0	13.5	34.6
Arrived before 1971	16.6	8.2	24.8	13.7	7.4	21.1
Arrived 1971 — survey date	11.3	4.7	16.0	7.3	6.2	13.5
Born in main English speaking countries(a)	16.3	7.5	23.8	10.7	5.1	15.8
Born in other countries	11.6	5.5	17.0	10.3	8.5	18.8
<i>Full-time or part-time worker in previous job—</i>						
Previous job less than 20 years ago(b)	107.4	43.5	150.9	107.2	40.9	148.0
Full-time workers	88.1	38.8	126.9	82.7	34.8	117.5
Part-time workers	17.2	4.5	21.7	23.1	4.6	27.7
Previous job 20 or more years ago	4.4	*	5.9	5.2	*	6.7
<i>Time in previous job (years)—</i>						
1-2	32.5	12.9	45.3	32.7	14.5	47.2
3-9	57.5	25.1	82.6	59.3	20.9	80.2
3-4	22.3	8.6	31.0	21.3	9.6	30.9
5-9	35.2	16.4	51.6	37.9	11.3	49.3
10 or more	21.9	7.1	29.0	20.4	6.9	27.4
10-19	18.9	5.5	24.4	15.5	4.8	20.3
20 or more	*	*	4.6	4.9	*	7.1
<i>Time since previous job (years)—</i>						
1-2	37.6	12.9	50.5	38.8	10.4	49.2
3-9	52.1	21.8	73.9	48.0	20.8	68.8
3-4	25.4	6.4	31.8	19.7	8.8	28.6
5-9	26.7	15.4	42.1	28.3	12.0	40.2
10 or more	22.2	10.3	32.4	25.6	11.2	36.8
10-19	17.7	8.8	26.5	20.3	9.7	30.1
20 or more	4.4	*	5.9	5.2	*	6.7
Total	111.8	45.0	156.8	112.4	42.4	154.8

(a) Comprises UK, Ireland, Canada, South Africa, USA and New Zealand. (b) Includes varied/did not know.

Source: *Persons Who Had Re-entered the Labour Force, Australia, May 1987* (6264.0).

TABLE 2.19. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE : AGE, FAMILY STATUS, SELECTED DETAILS OF PREVIOUS JOB AND WHETHER WORKING OR LOOKING FOR WORK, AUSTRALIA, MAY 1987
('000)

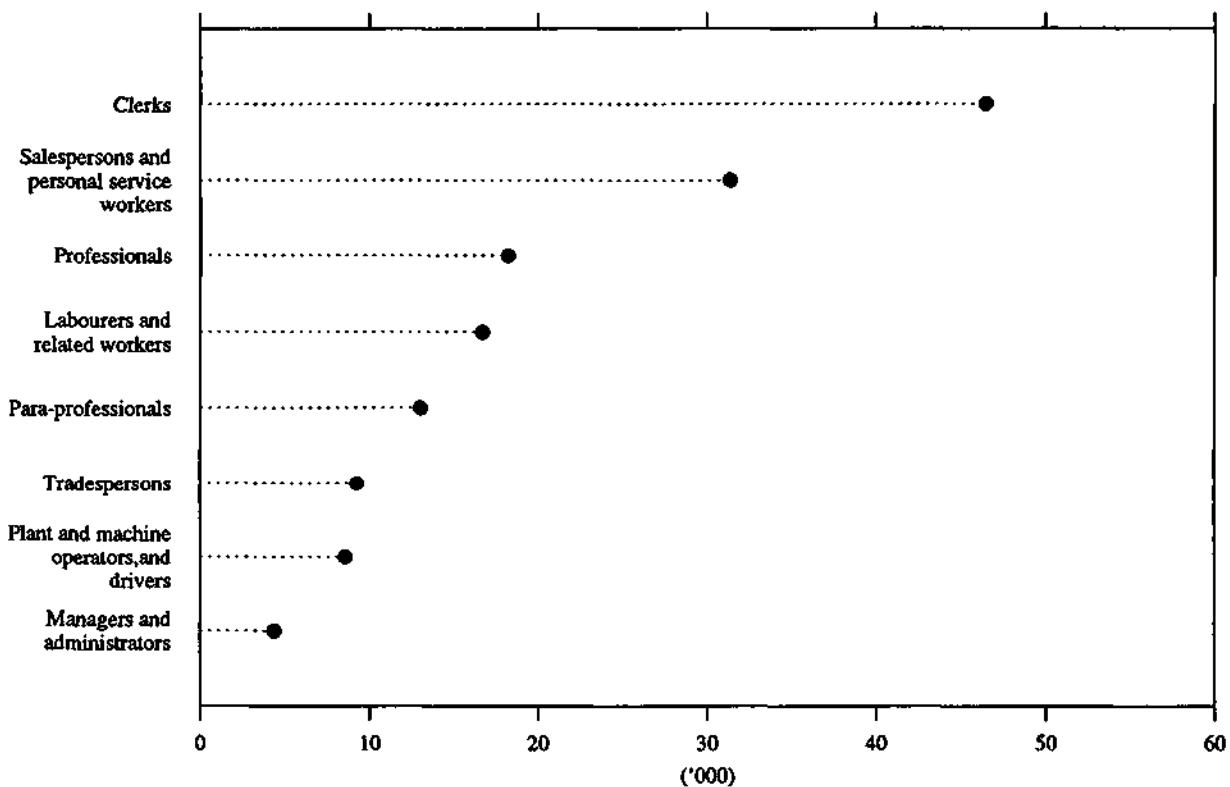
	Whether working or looking for work								
	Working			Looking for work			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Age group—</i>									
15-24	3.9	9.1	13.0	4.2	*	4.2	5.7	11.5	17.2
25-34	6.6	47.5	54.1		16.4	18.8	9.0	63.9	72.9
35-44	*	26.2	27.4	*	11.9	13.1		38.0	40.5
45-54	*	9.7	11.4	*	4.3	4.6	4.5	14.0	16.0
55 and over	3.5	*	6.5	*	*	*	4.7	*	8.0
<i>Family status—</i>									
Member of a family(a)	13.1	85.2	98.3	5.8	32.0	37.7	18.9	117.1	136.0
Husband or wife	8.8	73.8	82.6	3.5	26.3	29.8	12.3	100.0	112.3
With dependents present	3.5	63.2	66.7	*	24.1	25.9	5.3	87.3	92.6
Without dependents present	5.3	10.6	15.8	*	*	3.8	7.0	12.7	19.7
Not-married family head	*	9.7	10.2	*	5.3	5.8	*	15.1	16.0
Not a member of a family	*	4.1	7.0	*	*	*	4.0	5.9	9.9
Family status not determined	*	6.1	7.1	*	*	*	*	7.8	8.9
<i>Occupation in previous job—</i>									
Previous job less than 20 years ago	17.0	90.2	107.2	7.0	33.9	40.9	24.0	124.1	148.0
Managers and administrators	*	*	3.9	*	*	*	*	*	4.4
Professionals	*	12.1	15.2	*	*	*	3.7	14.5	18.2
Para-professionals	*	8.6	10.2	*	*	*	*	10.9	13.0
Tradespersons	3.7	3.5	7.3	*	*	*	4.9	4.4	9.3
Clerks	*	28.2	30.3	*	15.1	16.2	*	43.2	46.5
Salespersons and personal service workers	*	22.8	23.7	*	7.1	7.7	*	29.8	31.4
Plant and machine operators, and drivers	*	4.6	5.9	*	*	*	*	6.3	8.6
Labourers and related workers	*	8.7	10.8	*	4.1	5.9	3.9	12.7	16.7
Previous job 20 or more years ago	*	5.2	5.2	*	*	*	*	6.7	6.7
<i>Status of worker in previous job—</i>									
Previous job less than 20 years ago(b)	17.0	90.2	107.2	7.0	33.9	40.9	24.0	124.1	148.0
Self-employed	*	*	4.0	*	*	*	*	*	4.4
Wage and salary earners	14.1	86.5	100.6	6.8	33.0	39.7	20.9	119.5	140.3
Previous job 20 or more years ago	*	5.2	5.2	*	*	*	*	6.7	6.7
<i>Reason for ceasing previous job—</i>									
Job loser(c)	4.0	7.1	11.1	3.8	5.1	8.9	7.8	12.1	19.9
Retrenched	*	*	4.4	*	*	*	*	5.5	7.8
Own ill health or injury	*	*	4.6	*	*	4.6	4.8	4.4	9.2
Job leaver	13.0	88.4	101.3	*	30.3	33.5	16.2	118.7	134.8
Unsatisfactory work arrangements	*	4.6	5.6	*	*	*	*	5.8	7.1
Retired/didn't want to work any longer	*	4.4	7.2	*	*	*	*	5.4	8.3
Returned to studies	3.7	*	6.7	*	*	*	4.4	*	7.4
To get married	*	9.7	9.7	*	3.7	3.7	*	13.0	13.0
Pregnancy/to have children	*	48.0	48.1	*	17.3	17.3	*	65.3	65.4
To look after family, house or someone else	*	4.5	4.9	*	*	*	*	6.2	6.9
To have holiday/to move house/spouse transferred	*	10.8	13.9	*	4.5	5.1	3.6	15.3	18.9
Other	*	3.5	5.3	*	*	*	*	4.7	7.7
<i>Educational attainment when ceased previous job—</i>									
With post-school qualifications(d)	7.7	34.0	41.7	*	12.1	14.8	10.4	46.2	56.5
Degree	*	6.2	8.2	*	*	*	*	7.9	10.3
Trade qualification or apprenticeship	3.6	*	6.7	*	*	*	4.7	4.0	8.7
Certificate or diploma	*	24.5	26.6	*	9.5	10.7	*	34.0	37.3
Without post-school qualifications(e)	9.3	61.4	70.7	4.3	23.3	27.6	13.6	84.6	98.3
Attended highest level of secondary school available	5.0	13.6	18.6	*	*	4.2	5.9	16.9	22.8
Did not attend highest level of secondary school available	4.3	47.8	52.1	*	19.9	23.4	7.7	67.7	75.4
Left at age—									
16 or over	*	18.8	20.3	*	6.7	7.9	*	25.6	28.2
15 or under	*	28.9	31.8	*	13.2	15.2	4.9	42.1	47.0
Still at school	*	*	*	*	*	*	*	*	*
Total	17.0	95.4	112.4	7.0	35.4	42.4	24.0	130.8	154.8

(a) Includes full-time students aged 15 to 24; other child of family head; and other relative of family head. (b) Includes employers and unpaid family helpers.

(c) Includes job was temporary or seasonal and did not leave to return to studies; and business closed down for economic reasons. (d) Includes persons with other post-school qualifications. (e) Includes persons who never attended school.

Source: Persons Who Had Re-entered the Labour Force, Australia, May 1987 (6264.0).

CHART 2.7. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE:
PREVIOUS JOB LESS THAN TWENTY YEARS AGO
BY OCCUPATION, AUSTRALIA, MAY 1987



Source: *Persons Who Had Re-entered the Labour Force, Australia, May 1987* (6264.0).

Persons Who Have Left the Labour Force

This survey covered persons not in the labour force at April 1988 who left the labour force within the previous twelve months. It provided information on their reasons for leaving the labour force, their past labour force experience, their current activities and whether or not they intend to return to the labour force.

In April 1988 there were an estimated 4,669,600 persons who were not in the labour force (37% of the civilian population aged 15 and over). Of these persons 529,600 had left the labour force within the last twelve months.

The majority of persons who have left the labour force in the twelve months to April 1988 were female (364,100 or 69%), of whom more than half were in the age group 25 to 44 years.

Persons born in Australia comprised 75 per cent of those who left the labour force in the twelve months to April 1988 — much the same as the percentage of Australian-born persons in the labour force at April 1988.

The main activities in April 1988 of those who left the labour force in the previous twelve months, were home duties/child care (50%) and attending an educational institution (22%).

Almost half (48%) of those who left had had a continuous period in the labour force of less than twelve months.

Of the 105,100 males aged 15 to 44 who left the labour force in the twelve months to April 1988, 79 per cent intended to return to the labour force. For females aged 15 to 44, 296,800 left the labour force and 67 per cent intended to return.

Of the persons who had been working before leaving the labour force and who intended to return, 63 per cent (120,500) had left their jobs voluntarily. Of the 140,600 persons who had looked for work prior to leaving the labour force who intended to return to the labour force, and for whom reasons for having stopped looking were reported, 71 per cent cited personal or family reasons.

TABLE 2.20. PERSONS WHO HAVE LEFT THE LABOUR FORCE : SUMMARY OF CHARACTERISTICS, AUSTRALIA,
NOVEMBER 1985 AND APRIL 1988
('000)

	November 1985			April 1988		
	Males	Females	Persons	Males	Females	Persons
<i>Age-group—</i>						
15-24	47.6	83.9	131.5	66.8	102.3	169.1
25-44	31.0	177.3	208.2	38.3	194.5	232.7
45-59	21.9	46.2	68.2	29.9	56.0	85.9
60 and over	37.4	16.0	53.4	30.6	11.4	41.9
<i>Birthplace—</i>						
Born in Australia	99.7	246.3	346.0	122.2	275.9	398.0
Born outside Australia	38.2	77.0	115.3	43.4	88.2	131.6
<i>Marital status—</i>						
Married	64.6	233.1	297.6	68.9	245.3	314.2
Not-married	73.4	90.3	163.6	96.7	118.7	215.4
<i>Main source of income—</i>						
Investments/savings	26.2	18.9	45.1	26.1	15.5	41.6
Superannuation	10.4	*3.2	13.7	13.3	*3.3	16.6
TEAS/AUSTUDY	10.7	6.7	17.4	17.7	15.7	33.4
Unemployment/sickness benefit	20.1	13.8	33.9	22.6	16.0	38.6
Invalid/age/supporting parent's/widow's pension	17.4	37.9	55.3	15.9	36.0	51.9
War disability/repatriation/service/war widow's pension	6.3	*2.7	8.9	*3.3	*1.3	4.5
Dependent on someone else's income	32.7	229.4	262.1	44.1	246.7	290.8
Other(a)	14.2	10.8	24.9	11.4	7.1	18.5
Not asked	..	..	..	11.3	22.5	33.8
Total	137.9	323.4	461.3	165.5	364.1	529.6

(a) Includes life assurance, other retirement schemes; and persons permanently unable to work who were not asked their main source of income.

Source: Persons Who Have Left the Labour Force, Australia, April 1988 (6267.0).

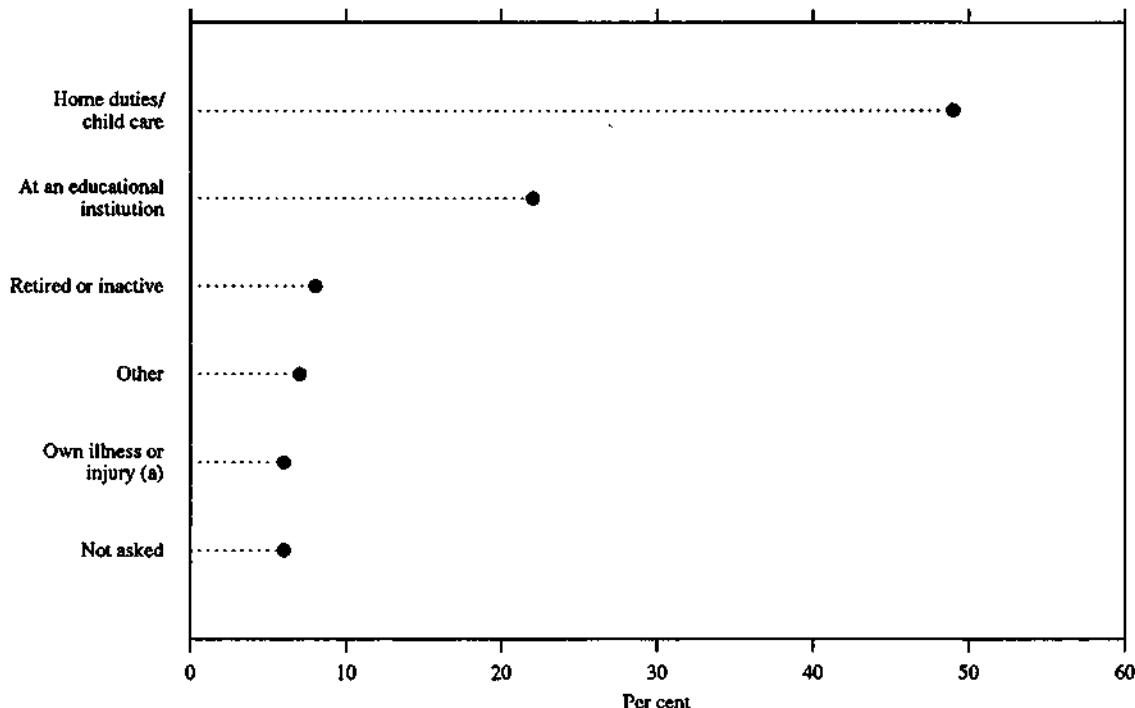
TABLE 2.21. PERSONS WHO HAVE LEFT THE LABOUR FORCE : DURATION OF CONTINUOUS PERIOD IN THE LABOUR FORCE BEFORE LEAVING AND WHETHER INTENDED TO RETURN TO THE LABOUR FORCE, AUSTRALIA, NOVEMBER 1985 AND APRIL 1988 ('000)

Whether intended to return to the labour force	November 1985			April 1988		
	Males	Females	Persons	Males	Females	Persons
CONTINUOUS PERIOD OF LESS THAN TWELVE MONTHS IN THE LABOUR FORCE BEFORE LEAVING						
Intended to return	45.3	99.1	144.4	62.4	120.1	182.4
Did not intend to return	8.7	41.8	50.5	8.9	24.9	33.8
Undecided	5.8	29.5	35.3	4.8	13.9	18.8
Not asked	..	..	..	7.0	12.7	19.6
Total	59.9	170.3	230.2	83.0	171.6	254.6
CONTINUOUS PERIOD OF AT LEAST TWELVE MONTHS IN THE LABOUR FORCE BEFORE LEAVING						
Intended to return	31.1	67.8	98.9	40.6	107.8	148.4
Did not intend to return	34.7	57.5	92.2	28.4	45.7	74.1
Undecided	12.2	27.8	40.0	9.2	29.2	38.4
Not asked	..	..	..	*1.9	8.1	10.0
Total	78.0	153.0	231.1	80.1	190.8	270.9
TOTAL(a)						
Intended to return	76.4	166.8	243.3	103.0	227.9	330.9
Did not intend to return	43.5	99.2	142.7	37.3	70.6	107.8
Undecided	18.0	57.3	75.3	14.0	43.1	57.1
Not asked	..	..	..	11.3	22.5	33.8
Total	137.9	323.4	461.3	165.5	364.1	529.6

(a) Includes persons whose duration of continuous period in the labour force could not be determined.

Source: *Persons Who Have Left the Labour Force, Australia, April 1988* (6267.0).

CHART 2.8. PERSONS WHO HAVE LEFT THE LABOUR FORCE WITHIN THE LAST TWELVE MONTHS: MAIN ACTIVITY SINCE LEAVING THE LABOUR FORCE, AUSTRALIA, APRIL 1988



(a) Includes own disability/handicap.

Source: *Persons Who Have Left the Labour Force, Australia, April 1988* (6267.0).

Retirement and Retirement Intentions

In November 1989 there were an estimated 4,863,400 persons aged 45 and over. Of these persons 2,641,900 (54%) had retired from full-time work, 1,584,500 (33%) intended to retire from full-time work, 461,700 (9%) had never worked full-time and did not intend to work full-time and a further 175,300 (4%) did not intend to retire from full-time work.

Of the estimated 2,641,900 persons who had retired from full-time work, 1,040,000 (39%) were males and 1,602,000 (61%) were females.

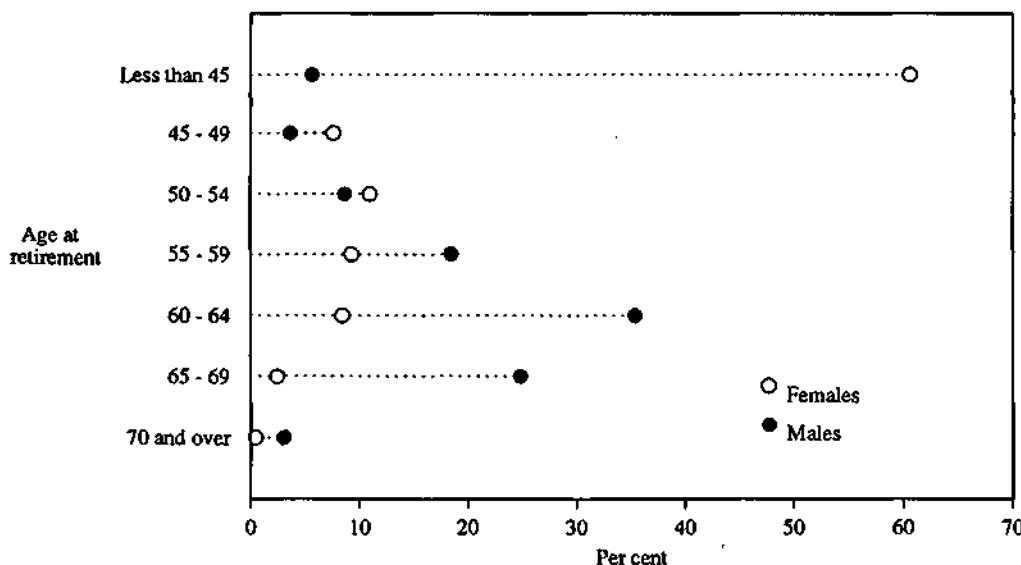
Persons Who Had Retired From Full-time Work

- A large number of persons (1,031,900) had retired from full-time work before reaching the age of 45 years, representing 39 per cent of all persons aged 45 and over who had retired from full-time work.
- Males generally retire from full-time work at an older age than females. For females, 60 per cent retired from full-time work before reaching the age of 45, compared with only 6 per cent of males. Some 60 per cent of males retired between the age of 60 to 69, while only 11 per cent of females had retired between those ages.
- Approximately 20 per cent of persons in the occupations Clerks and Salespersons and personal services works retired before age 45, whereas, for Managers and administrators 6 per cent retired before age 45. Of the occupation groups, Managers and administrators and Tradespersons were least likely to retire before age 65 (some 25 and 24 per cent respectively retired at age 65 or older).
- In the Agriculture, forestry, fishing and hunting industry approximately 66 per cent of persons had retired before age 65 compared with the Recreation, personal and other services industry with 88 per cent.

Persons Aged 45 And Over Who Intended To Retire From Full-time Work

- Approximately 43 per cent of males intended to retire between the age of 65 to 69. Some 24 per cent reported that they did not know at what age they intended to retire.
- For females, 33 per cent reported that they did not know their intended age at retirement, while 32 per cent intended to retire between 60 to 64 years.
- For males, 78 per cent of those who intended to retire belonged to a retirement scheme, compared with 61 per cent of females.
- A majority of persons expected to receive a large sum payment from a retirement scheme. About 16 per cent of males reported that they would invest the lump sum they received from a retirement scheme, and a further 11 per cent reported they would invest in an approved deposit fund, deferred annuity.

CHART 2.9. PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT BY SEX, AUSTRALIA, NOVEMBER 1989



Source: Retirement and Retirement Intentions, Australia (6238.0).

TABLE 2.22. PERSONS AGED 45 AND OVER: COMPARATIVE PROFILE AND WHETHER HAD RETIRED OR INTENDED TO RETIRE FROM FULL-TIME WORK(a), NOVEMBER 1989

	Whether had retired or intended to retire from full-time work							
	Had never had a full- time job and did not intend to work full-time				Total	Had retired		Total
	Had retired	Intended to retire	Did not intend to retire	not intend to work full-time		Had retired	Intended to retire	
	— '000 —							
<i>Age at November 1989—</i>								
45-49	236.6	614.6	46.3	36.8	934.4	9.0	38.8	19.2
50-54	252.5	462.0	42.3	44.8	801.5	9.6	29.2	16.5
55-59	320.5	309.9	30.1	46.9	707.5	12.1	19.6	14.5
60-64	467.5	169.4	30.7	67.2	734.8	17.7	10.7	15.1
65-69	535.8	21.6	13.7	70.3	641.4	20.3	1.4	13.2
70 and over	829.0	6.9	12.1	195.7	1,043.8	31.4	0.4	21.5
<i>Marital status—</i>								
Married	1,877.0	1,296.9	136.1	259.7	3,569.8	71.0	81.9	73.4
Not-married	764.9	287.5	39.1	202.1	1,293.6	29.0	18.1	26.6
<i>Family status—</i>								
Member of a family	2,040.0	1,352.5	143.9	331.0	3,867.3	77.2	85.4	79.5
Husband or wife	1,827.4	1,247.8	130.3	252.2	3,457.8	69.2	78.8	71.1
With dependents present	202.8	493.2	43.8	29.3	769.1	7.7	31.1	15.8
Without dependents present	1,624.7	754.6	86.5	222.9	2,688.6	61.5	47.6	55.3
Other family head	128.1	72.3	9.6	39.7	249.6	4.8	4.6	5.1
With dependents present	21.9	32.8	* 3.1	6.2	64.0	0.8	2.1	1.3
Without dependents present	106.1	39.5	6.5	33.5	185.6	4.0	2.5	3.8
Other child(b) of married couple or family head	13.9	19.6	* 1.2	* 3.9	38.6	0.5	1.2	0.8
Other relative of married couple or family head	70.6	12.8	* 2.8	35.2	121.4	2.7	0.8	2.5
Not a member of a family	518.8	165.0	23.4	113.9	821.1	19.6	10.4	16.9
Living alone	479.3	128.0	18.1	107.8	733.1	18.1	8.1	15.1
Not living alone	39.5	37.0	5.4	6.2	88.0	1.5	2.3	1.8
Family status not determined	83.1	67.0	8.0	16.8	174.9	3.1	4.2	3.6
<i>Birthplace and period of arrival—</i>								
Born in Australia	1,876.1	1,015.5	126.0	298.6	3,316.2	71.0	64.1	68.2
Born outside Australia	765.8	568.9	49.3	163.1	1,547.2	29.0	35.9	31.8
Arrived before 1961	455.2	220.1	20.2	76.1	771.5	17.2	13.9	15.9
Arrived 1961-1970	187.9	190.5	16.0	38.0	432.4	7.1	12.0	8.9
Arrived 1971-1980	73.4	95.1	6.4	24.1	199.0	2.8	6.0	4.1
Arrived 1981-1989	49.4	63.3	6.7	25.0	144.3	1.9	4.0	3.0
<i>Area—</i>								
Metropolitan	1,639.4	1,027.6	79.9	251.6	2,998.5	62.1	64.9	61.7
Non-metropolitan	1,002.5	556.8	95.4	210.2	1,864.9	37.9	35.1	38.3
Total	2,641.9	1,584.5	175.3	461.7	4,863.4	100.0	100.0	100.0
Males	1,040.0	1,155.7	134.9	16.8	2,347.4	39.4	72.9	48.3
Females	1,602.0	428.8	40.3	444.9	2,516.0	60.6	27.1	51.7

(a) Excludes persons who were institutionalised or permanently unable to work who were not in the scope of the survey. (b) Aged 15 and over.

Source: Retirement and Retirement Intentions, Australia November 1989 (6238.0).

TABLE 2.23. PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: STATUS OF WORKER IN LAST FULL-TIME JOB, OCCUPATION AND INDUSTRY OF LAST FULL-TIME JOB AND AGE AT RETIREMENT, AUSTRALIA, NOVEMBER 1989
('000)

	<i>Age at retirement</i>						<i>70 and over</i>	<i>Total</i>
	<i>Less than 45</i>	<i>45 - 49</i>	<i>50 - 54</i>	<i>55 - 59</i>	<i>60 - 64</i>	<i>65 - 69</i>		
Last full-time job less than 20 years ago(a)	236.0	133.4	231.1	312.0	471.4	277.5	37.8	1,699.2
<i>Status of worker in last full-time job—</i>								
Wage and salary earners	215.0	118.6	195.7	273.5	411.1	233.2	22.0	1,468.9
Employers	9.5	7.4	15.7	17.4	24.7	17.2	5.3	97.2
Self-employed	11.4	7.4	19.3	21.1	35.5	26.9	10.3	131.7
<i>Occupation in last full-time job—</i>								
Managers and administrators	15.1	13.9	30.2	46.8	74.3	44.6	14.9	239.8
Professionals	13.5	6.7	11.3	27.8	43.4	24.6	* 4.3	131.7
Para-professionals	13.0	5.0	10.3	21.5	30.7	12.8	* 1.5	95.0
Tradespersons	21.0	17.3	27.0	47.8	83.6	55.7	* 4.4	256.9
Clerks	47.0	20.2	35.8	47.4	61.8	23.3	* 2.7	238.2
Salespersons and personal service workers	35.1	19.4	34.5	26.9	32.6	15.7	* 3.2	167.3
Plant and machine operators, and drivers	32.1	18.1	25.1	34.3	48.2	36.5	* 1.1	195.5
Labourers and related workers	59.2	32.7	56.9	59.5	96.8	64.2	5.6	374.8
<i>Industry of last full-time job—</i>								
Agriculture, forestry, fishing and hunting	6.1	* 4.1	11.9	10.9	24.0	18.8	10.4	86.2
Mining	* 1.9	* 0.4	* 2.4	5.1	6.5	* 2.4	* 0.1	18.8
Manufacturing	71.0	39.9	58.3	74.2	111.3	78.8	6.5	440.0
Electricity, gas and water	* 1.2	* 1.4	* 1.5	8.6	19.6	8.6	* 0.3	41.1
Construction	9.5	6.9	11.4	17.0	31.6	21.4	* 1.4	99.3
Wholesale and retail trade	49.1	27.3	49.1	54.8	70.8	36.1	8.1	295.3
Transport and storage	8.6	5.0	11.0	23.2	41.0	25.5	* 1.3	115.7
Communication	* 3.6	* 2.7	7.1	9.6	13.7	7.5	* 0.3	44.4
Finance, property and business services	13.8	5.7	9.5	18.3	30.1	12.6	* 2.8	92.9
Public administration and defence	9.0	* 3.7	11.7	17.9	30.9	22.3	* 0.4	95.8
Community services	40.2	23.4	39.8	51.6	69.2	32.3	* 3.8	260.2
Recreation, personal and other services	22.0	13.0	17.4	20.8	22.8	11.2	* 2.4	109.5
Last full-time job 20 or more years ago	795.9	27.2	35.2	29.2	33.1	20.7	* 1.4	942.7
Total	1,031.9	160.6	266.3	341.2	504.4	298.2	39.2	2,641.9
Males	59.7	38.4	90.6	192.2	368.5	258.7	31.9	1,040.0
Females	972.2	122.2	175.7	149.0	135.9	39.5	7.4	1,602.0

(a) Includes unpaid family helpers and excludes persons whose last full-time job was unpaid voluntary work.

Source: *Retirement and Retirement Intentions, Australia, November 1989* (6238.0).

TABLE 2.24. PERSONS AGED 45 AND OVER WHO INTENDED TO RETIRE FROM FULL-TIME WORK: INTENDED DISBURSEMENT OF LUMP SUM PAYMENT FROM RETIREMENT SCHEME AND AGE INTENDED TO RETIRE, AUSTRALIA, NOVEMBER 1989

Intended disbursement of lump sum payment from retirement scheme	Age intended to retire					Did not know	Total (per cent)
	45 - 54	55 - 59	60 - 64	65 - 69 -'000-	70 and over		
MALES							
Belonged to a retirement scheme	9.2	112.4	197.1	381.4	14.7	182.6	897.4
Expected to receive a lump sum payment	5.4	78.0	128.8	235.8	10.0	89.3	547.3
Purchase an annuity	* 0.0	* 0.3	* 1.1	* 2.6	* 0.3	* 0.5	4.8
Invest in an approved deposit fund/deferred annuity	* 1.6	28.6	37.8	42.7	* 2.2	17.1	129.9
Invest the money	* 2.7	29.5	43.6	75.3	* 3.8	25.5	180.3
Pay off home/pay for improvements	* 0.4	* 4.2	10.1	30.2	* 1.0	5.8	51.5
Pay for a holiday	* 0.1	* 2.3	11.1	13.9	* 0.5	* 3.6	31.5
Other(a)	* 0.0	* 3.4	8.7	15.4	* 0.2	6.3	33.9
Did not know	* 0.6	9.7	16.5	55.7	* 2.1	30.6	115.3
Did not expect to receive a lump sum payment	* 1.6	12.9	20.0	44.0	* 2.2	20.6	101.2
Did not know	* 2.3	21.5	48.3	101.6	* 2.5	72.7	248.9
Did not belong to a retirement scheme	* 3.8	9.2	24.2	115.8	8.6	96.7	258.2
Total	13.0	121.6	221.3	497.2	23.3	279.3	1,155.7
FEMALES							
Belonged to a retirement scheme	17.1	62.7	83.1	28.4	* 1.7	70.0	263.0
Expected to receive a lump sum payment	10.8	41.7	52.0	16.1	* 1.2	36.6	158.5
Purchase an annuity	* 0.1	* 0.2	* 0.3	* 0.3	* 0.0	* 0.0	* 0.8
Invest in an approved deposit fund/deferred annuity	* 1.7	9.0	10.6	* 3.1	* 0.0	4.6	29.0
Invest the money	* 3.5	15.6	18.1	4.7	* 0.2	9.3	51.5
Pay off home/pay for improvements	* 1.3	5.6	6.3	* 3.2	* 0.6	* 1.6	18.7
Pay for a holiday	* 2.1	* 4.1	* 3.4	* 0.6	* 0.3	* 2.9	13.5
Other(a)	* 0.7	* 2.5	* 2.8	* 2.0	* 0.0	* 1.8	9.7
Did not know	* 1.4	4.8	10.5	* 2.1	* 0.1	16.3	35.2
Did not expect to receive a lump sum payment	* 1.6	5.7	11.7	* 3.4	* 0.0	7.7	30.1
Did not know	4.7	15.3	19.4	8.8	* 0.5	25.7	74.4
Did not belong to a retirement scheme	12.9	12.8	54.0	14.8	* 1.0	70.3	165.8
Total	30.0	75.5	137.1	43.2	* 2.7	140.3	428.8
PERSONS							
Belonged to a retirement scheme	26.3	175.1	280.2	409.8	16.4	252.6	1,160.5
Expected to receive a lump sum payment	16.2	119.7	180.8	252.0	11.2	125.9	705.8
Purchase an annuity	* 0.1	* 0.5	* 1.3	* 2.9	* 0.3	* 0.5	5.6
Invest in an approved deposit fund/deferred annuity	* 3.3	37.5	48.4	45.8	* 2.2	21.7	158.9
Invest the money	6.2	45.1	61.7	80.1	* 4.0	34.8	231.8
Pay off home/pay for improvements	* 1.7	9.8	16.4	33.4	* 1.6	7.4	70.2
Pay for a holiday	* 2.3	6.4	14.5	14.5	* 0.8	6.5	45.1
Other(a)	* 0.7	5.8	11.6	17.4	* 0.2	8.1	43.7
Did not know	* 2.0	14.5	27.0	57.9	* 2.2	46.9	150.5
Did not expect to receive a lump sum payment	* 3.1	18.6	31.7	47.4	* 2.2	28.3	131.3
Did not know	7.0	36.8	67.7	110.4	* 3.1	98.4	323.3
Did not belong to a retirement scheme	16.7	22.0	78.2	130.6	9.5	167.0	424.0
Total	43.0	197.1	358.4	540.4	26.0	419.6	1,584.5

(a) Includes the category 'clear other outstanding debts'.

Source: Retirement and Retirement Intentions, Australia, November 1989 (6238.0).

Superannuation

In November 1988, an estimated 7,303,600 persons aged 15 to 74 were employed, and of these, 3,746,100 persons (51%) were covered by a superannuation scheme. A further 70,100 persons, not employed in November 1988, had superannuation coverage. Of full-time workers, 58 per cent had superannuation coverage, and for part-timers, 19 per cent had coverage.

An estimated 2,959,400 persons aged 15 to 74 contributed personally to their superannuation scheme and their average weekly contribution was \$28.

Of the 3,356,600 employees covered by a superannuation scheme, 80 per cent reported that their scheme was provided by their current employer.

For persons aged 45 to 74, 30 per cent reported that they expected superannuation to be their main source of income after ceasing full-time work. A further 26 per cent of those persons reported that invalid/ age/ supporting parents'/ widows' pension would be their main source of income and 12 per cent expected that it would be from investments, etc.

Occupation groups with a high proportion of full-time workers covered by superannuation were Professionals (69%), Para-professionals (63%), Plant and machine operators, and drivers (58%), Managers and administrators (55%), and Tradespersons (54%).

An estimated 452,100 employees were eligible for, but had not joined, a superannuation scheme provided by their employer. Some 39 per cent of these people reported their reason for not joining as 'had not bothered/not interested/not necessary'.

**TABLE 2.25. PERSONS AGED 15 TO 74: COMPARATIVE PROFILE OF PERSONS COVERED BY A SUPERANNUATION SCHEME AND PERSONS NOT COVERED BY A SUPERANNUATION SCHEME, AUSTRALIA, NOVEMBER 1988
('000)**

	<i>Covered</i>			<i>Not covered</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<i>Labour force status —</i>									
Employed	2,673.3	1,072.8	3,746.1	1,692.1	1,865.4	3,557.5	4,365.4	2,938.2	7,303.6
Full-time workers	2,626.4	865.4	3,491.8	1,509.6	983.1	2,492.7	4,136.1	1,848.5	5,984.5
Part-time workers	46.9	207.4	254.3	182.5	882.3	1,064.8	229.4	1,089.7	1,319.1
Unemployed	7.8	* 4.3	12.1	238.7	195.0	433.7	246.5	199.3	445.8
Not in labour force	19.2	38.8	57.9	1,048.8	2,509.2	3,558.0	1,067.9	2,548.0	3,615.9
<i>Age group —</i>									
15-19	70.2	29.3	99.6	302.5	303.8	606.3	372.8	333.1	705.8
20-24	224.7	153.8	378.5	422.1	506.2	928.3	646.8	659.9	1,306.8
25-34	786.6	326.6	1,113.2	558.9	1,027.3	1,586.2	1,345.5	1,353.9	2,699.4
35-44	812.1	344.1	1,156.2	426.3	872.5	1,298.8	1,238.4	1,216.6	2,455.0
45-54	547.4	192.6	740.0	308.9	629.4	938.3	856.3	822.0	1,678.4
55-64	247.5	68.1	315.5	473.5	657.5	1,131.0	721.0	725.5	1,446.5
65-74	11.8	* 1.4	13.2	487.2	573.0	1,060.2	499.0	574.4	1,073.4
<i>Family status —</i>									
Member of a family(a)	2,281.9	902.9	3,184.8	2,334.8	3,793.6	6,128.5	4,616.7	4,696.6	9,313.3
Husband or wife	1,961.7	695.0	2,656.7	1,667.9	2,912.1	4,580.0	3,629.6	3,607.1	7,236.7
With dependents present	1,286.5	372.8	1,659.3	699.9	1,557.1	2,257.0	1,986.5	1,929.8	3,916.3
Without dependents present	675.2	322.2	997.4	967.9	1,355.0	2,323.0	1,643.1	1,677.3	3,320.4
Not-married family head	46.6	76.5	123.1	46.1	370.3	416.4	92.8	446.7	539.5
With dependents present	24.6	53.0	77.5	17.6	251.1	268.7	42.2	304.1	346.3
Without dependents present	22.1	23.5	45.5	28.5	119.1	147.7	50.6	142.6	193.2
Other child/ relative of family head	269.2	129.8	399.0	545.8	435.0	980.8	815.0	564.7	1,379.8
Not a member of a family	325.9	155.0	480.9	483.5	543.3	1,026.8	809.3	698.3	1,507.6
Living alone	175.3	79.0	254.3	236.5	350.6	587.1	411.9	429.6	841.5
Not living alone	150.6	76.0	226.5	246.9	192.7	439.6	397.5	268.7	666.2
Family status not determined	92.5	57.9	150.5	161.2	232.7	393.9	253.8	290.6	544.4
Total	2,700.3	1,115.9	3,816.2	2,979.5	4,569.6	7,549.2	5,679.9	5,685.5	11,365.4

(a) Includes full-time students aged 15 to 24.

Source: *Superannuation, Australia, November 1988* (6319.0).

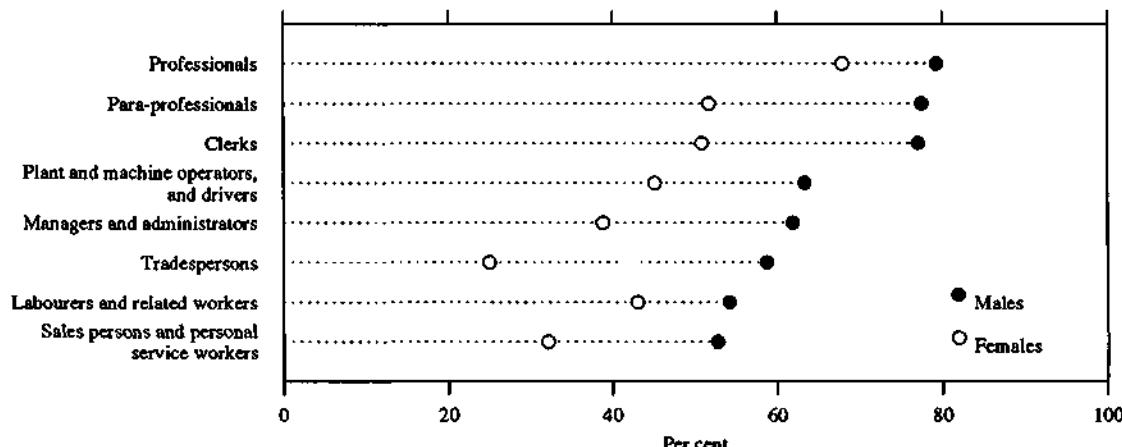
**TABLE 2.26. PERSONS AGED 45 TO 74 COVERED BY A SUPERANNUATION SCHEME: AGE INTENDED TO CEASE FULL-TIME WORK AND EXPECTED TYPE OF PAYMENT FROM SUPERANNUATION SCHEME, NOVEMBER 1988
('000)**

	<i>Expected type of payment</i>				<i>Total(a)</i>
	<i>Lump sum only</i>	<i>Regular payments only</i>	<i>Lump sum and regular payments</i>	<i>Did not know all payment types</i>	
MALES					
Age intended to cease full-time work	300.8	48.9	167.5	243.1	767.1
45-54	*1.8	*0.4	*1.5	*2.2	*5.8
55-59	30.1	*6.0	33.4	20.5	91.1
60-64	59.1	15.4	43.6	32.1	150.8
65 and over	125.8	14.6	45.3	71.8	260.2
Did not know	84.0	12.5	43.8	116.5	259.2
Will never cease full-time work	12.8	*0.8	*2.1	12.4	29.3
Had already ceased full-time work	*6.7	*0.6	*1.1	*2.0	10.3
<i>Total</i>	320.3	50.4	170.7	257.5	806.7
FEMALES					
Age intended to cease full-time work	113.3	11.9	32.2	69.8	230.9
45-54	9.9	*0.7	*1.1	*2.7	15.0
55-59	22.5	*1.6	9.6	12.0	46.3
60-64	33.0	*2.5	*5.4	9.7	51.0
65 and over	14.1	*2.7	*5.8	*4.8	27.4
Did not know	33.8	*4.3	10.4	40.6	91.2
Will never cease full-time work	*2.9	*0.0	*1.1	*1.5	*6.1
Had already ceased full-time work	11.4	*0.8	*3.0	9.4	25.1
<i>Total</i>	127.7	12.7	36.4	80.7	262.1
PERSONS					
Age intended to cease full-time work	414.2	60.9	199.8	312.9	997.9
45-54	11.7	*1.1	*2.5	*4.9	20.8
55-59	52.7	7.7	43.0	32.5	137.4
60-64	92.1	18.0	49.0	41.9	201.9
65 and over	139.9	17.4	51.1	76.6	287.5
Did not know	117.8	16.8	54.2	157.1	350.4
Will never cease full-time work	15.7	*0.8	*3.1	13.9	35.3
Had already ceased full-time work	18.1	*1.4	*4.1	11.4	35.5
<i>Total</i>	447.9	63.1	207.0	338.2	1,068.8

(*) Includes persons who expected to receive neither a lump sum nor regular payments.

Source: *Superannuation, Australia, November 1988* (6319.0).

CHART 2.10. FULL-TIME WORKERS AGED 15 TO 74: PERCENTAGE COVERED BY A SUPERANNUATION SCHEME AND OCCUPATION, AUSTRALIA, NOVEMBER 1988



Source: *Superannuation, Australia, November 1988* (6319.0).

CHAPTER 3

EMPLOYMENT AND UNDEREMPLOYMENT

This chapter provides a statistical summary of employment and underemployment in Australia. Data on employment is obtained from two main sources — the ABS Monthly Labour Force Survey (and its supplementaries) and the employer based quarterly survey of Employment and Earnings. The principal publication for employment data for the first of these surveys is *The Labour Force, Australia* (6203.0), and the principal publication for data on employed wage and salary earners from the surveys of employers is *Employed Wage and Salary Earners, Australia* (6248.0).

There are conceptual and methodological reasons for differences in the estimates produced by the two surveys. These are discussed in *Employed Wage and Salary Earners* (6248.0) and in an *Information Paper: Comparison of Employment Estimates from the Labour Force Survey and the Survey of Employment and Earnings* (6263.0). The two series should be seen as complementary and movements in them have generally been broadly consistent. In recent time periods the two surveys have shown some divergence in the estimates produced.

The ABS considers that the Labour Force series provides the better indicator of overall employment movements at the Australian and State level. The aggregate employment estimates in the quarterly National Accounts are based on that source.

The Survey of Employment and Earnings provides detailed estimates of employment at the State and industry level, with a dissection between public and private sector employment.

All Employed Persons (Source: *The Labour Force, Australia* (6203.0))

The Monthly Labour Force Survey collects information, using personal interviews, from civilian persons aged 15 and over in a sample of private and non-private dwellings eg. hotels, motels, institutions. The scope of the survey includes all employed persons, comprising employers, self-employed persons, unpaid helpers in family businesses and employees in private households, as well as wage and salary earners.

For the Labour Force Survey a person is defined as employed if he or she does any paid work at all during a specific week (referred to as the reference week), regardless of the number of hours worked. In addition, a person is defined as employed if he or she works for one hour or more in a family business or on a farm. In this chapter, Labour Force Survey measures of employment are analysed according to such criteria as the demographic characteristics of employed persons, the industry in which they work, their occupation and status of worker (i.e. whether they are wage and salary earners, employers, etc.), the weekly hours they work and whether they are employed full-time or part-time. Multiple jobholding, the job-changing behaviour of the population and the educational attainment of employed persons are also highlighted.

Total employment in Australia in August 1989 was 7,727,600, comprising 4,571,900 males and 3,155,700 females.

Over the period August 1979 to August 1989 total employment increased by 1,649,100. Almost 76 per cent of this increase occurred in the latter half of this period. Some 60 per cent of the increase in employment from August 1979 to August 1989 was due to a rise in the number of persons employed full time. An increase in female employment contributed to about one-half of the increase in full-time employment and 77 per cent of the increase in part-time employment over the same period.

Part-time employment has made a significant contribution to growth in total employment in the ten years to August 1989. Females employed part-time comprised 16.4 per cent of total employment in August 1989, up from 12.5 per cent ten years earlier. Males employed part-time increased from 3.4 per cent to 4.6 per cent over the period. While female full-time employment also increased, the contribution of male full-time employment decreased from 61.1 per cent of total employment in August 1979 to 54.6 per cent in August 1989.

While the employment/population ratio for persons increased from 56.5 per cent in August 1979 to 59.1 per cent in August 1989, for females the ratio increased from 39.6 per cent to 47.6 per cent.

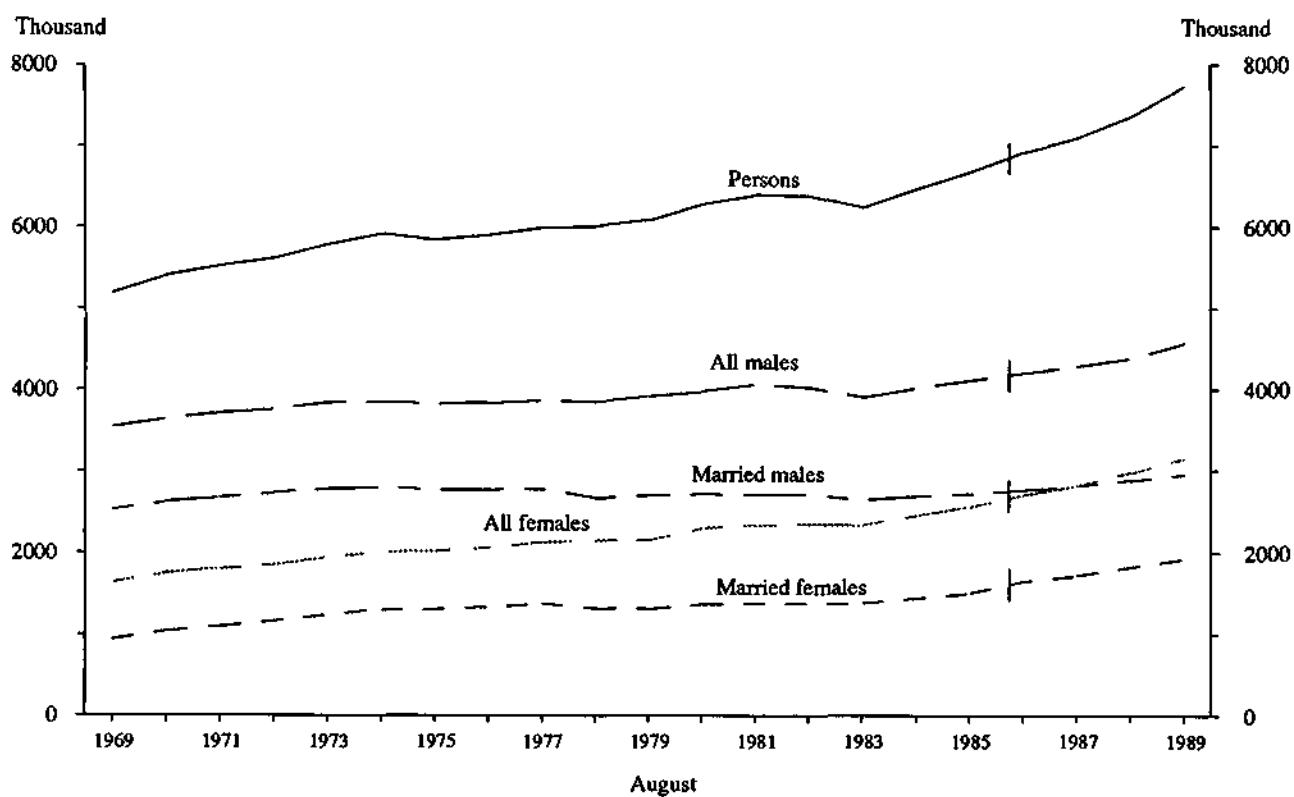
TABLE 3.1. EMPLOYED PERSONS : STATUS OF WORKER, AUSTRALIA, AUGUST 1979 TO AUGUST 1989
('000)

August	Employers	Self-employed	Wage and salary earners	Unpaid family helpers	Total
MALES					
1979	243.8	448.9	3,218.6	9.8	3,921.1
1980	261.5	460.4	3,249.2	11.7	3,982.8
1981	247.3	455.1	3,344.8	10.7	4,057.9
1982	250.3	462.2	3,301.2	10.7	4,024.3
1983	224.2	466.8	3,202.4	10.3	3,903.6
1984	241.9	489.3	3,276.6	10.3	4,018.0
1985	244.5	503.8	3,352.8	10.0	4,111.1
1986(a)	240.5	521.8	3,414.6	25.8	4,202.6
1987	251.3	513.6	3,487.9	24.3	4,277.1
1988	265.7	509.0	3,583.7	23.7	4,382.1
1989	256.7	534.8	3,759.5	20.8	4,571.9
FEMALES					
1979	95.2	169.3	1,878.2	14.7	2,157.4
1980	105.1	188.0	1,992.3	13.1	2,298.5
1981	98.0	188.0	2,033.9	16.0	2,335.8
1982	103.0	184.8	2,053.0	14.2	2,355.0
1983	96.9	186.3	2,040.1	14.2	2,337.4
1984	94.3	193.9	2,149.1	10.8	2,448.1
1985	107.4	209.7	2,229.8	17.6	2,564.5
1986(a)	105.5	228.0	2,342.3	40.2	2,716.0
1987	112.0	218.6	2,449.8	34.8	2,815.2
1988	114.2	236.2	2,578.2	42.8	2,971.3
1989	113.0	239.3	2,771.6	31.7	3,155.7

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 3.1. EMPLOYED PERSONS: MARITAL STATUS AND SEX, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.2. EMPLOYED PERSONS : FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, AUGUST 1979 TO AUGUST 1989

August	Males				Females				Persons		
	Married		Total		Married		Total		Full-time		Part-time
	Full-time	Part-time	Total								
NUMBER ('000)											
1979	2,617.9	87.5	3,715.9	205.2	726.7	581.0	1,397.2	760.2	5,113.1	965.4	6,078.5
1980	2,634.5	85.3	3,773.8	209.0	743.4	626.9	1,477.3	821.2	5,251.1	1,030.3	6,281.4
1981	2,615.7	95.6	3,835.6	222.3	746.4	629.9	1,501.5	834.3	5,337.1	1,056.6	6,393.7
1982	2,610.7	99.8	3,782.5	241.9	749.6	631.6	1,503.4	851.6	5,285.9	1,093.4	6,379.3
1983	2,547.1	107.0	3,663.4	240.2	753.3	630.7	1,486.9	850.5	5,150.3	1,090.7	6,241.1
1984	2,593.9	105.8	3,772.5	245.5	786.6	659.3	1,546.3	901.8	5,318.8	1,147.3	6,466.1
1985	2,624.6	102.3	3,856.7	254.4	804.8	703.9	1,607.3	957.2	5,464.0	1,211.6	6,675.6
1986(a)	2,664.2	112.8	3,922.3	280.3	884.5	773.4	1,686.5	1,029.5	5,608.8	1,309.8	6,918.6
1987	2,688.4	123.8	3,960.0	317.1	910.7	809.4	1,711.1	1,104.1	5,671.1	1,421.2	7,092.3
1988	2,760.4	116.8	4,076.4	305.7	958.8	861.9	1,798.1	1,173.1	5,874.6	1,478.8	7,353.4
1989	2,823.1	132.6	4,217.5	354.4	1,022.4	904.5	1,891.5	1,264.2	6,108.9	1,618.6	7,727.6
PROPORTION OF EMPLOYED PERSONS (per cent)											
1979	43.1	1.4	61.1	3.4	12.0	9.6	23.0	12.5	84.1	15.9	100.0
1980	41.9	1.4	60.0	3.3	11.8	10.0	23.5	13.1	83.6	16.4	100.0
1981	40.9	1.5	60.0	3.5	11.7	9.9	23.5	13.0	83.5	16.5	100.0
1982	40.9	1.6	59.3	3.8	11.8	9.9	23.6	13.3	82.9	17.1	100.0
1983	40.8	1.7	58.7	3.8	12.1	10.1	23.8	13.6	82.5	17.5	100.0
1984	40.1	1.6	58.3	3.8	12.2	10.2	23.9	13.9	82.3	17.7	100.0
1985	39.3	1.5	57.8	3.8	12.1	10.5	24.1	14.3	81.9	18.1	100.0
1986(a)	38.5	1.6	56.7	4.1	12.8	11.2	24.4	14.9	81.1	18.9	100.0
1987	37.9	1.7	55.8	4.5	12.8	11.4	24.1	15.6	80.0	20.0	100.0
1988	37.5	1.6	55.4	4.2	13.0	11.7	24.5	16.0	79.9	20.1	100.0
1989	36.5	1.7	54.6	4.6	13.2	11.7	24.5	16.4	79.1	20.9	100.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).TABLE 3.3. EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS, BY AGE, AUSTRALIA, AUGUST 1989
('000)

	Age group							65 and over	Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64		
	MARRIED MALES								
Full-time workers	4.4	90.9	784.2	939.3	639.2	208.3	124.7	32.1	2,823.1
Part-time workers	* 0.1	4.0	21.6	22.2	20.9	20.9	19.3	23.6	132.6
Total	4.5	94.9	805.8	961.5	660.0	229.2	144.0	55.7	2,955.6
ALL MALES									
Full-time workers	254.7	495.1	1,195.5	1,104.9	743.4	241.2	143.7	38.9	4,217.5
Part-time workers	117.3	53.9	47.1	34.1	26.7	23.8	24.0	27.4	354.4
Total	372.0	549.1	1,242.6	1,139.1	770.1	265.0	167.7	66.3	4,571.9
MARRIED FEMALES									
Full-time workers	7.2	98.5	315.5	342.4	197.7	42.2	13.1	5.8	1,022.4
Part-time workers	* 3.4	32.4	260.7	350.4	188.3	40.4	21.4	7.6	904.5
Total	10.6	130.9	576.1	692.8	386.0	82.5	34.4	13.4	1,926.9
ALL FEMALES									
Full-time workers	175.8	365.5	534.8	453.5	270.1	61.6	20.1	10.2	1,891.5
Part-time workers	160.0	102.7	309.3	384.2	215.0	51.0	28.8	13.3	1,264.2
Total	335.8	468.2	844.0	837.6	485.1	112.6	49.0	23.5	3,155.7
PERSONS									
Full-time workers	430.4	860.6	1,730.2	1,558.4	1,013.6	302.7	163.8	49.2	6,108.9
Part-time workers	277.3	156.6	356.4	418.3	241.7	74.8	52.9	40.7	1,618.6
Total	707.7	1,017.2	2,086.7	1,976.7	1,255.3	377.5	216.7	89.8	7,727.6

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.4. EMPLOYED PERSONS : ANNUAL CHANGE BY MARITAL STATUS AND SEX, AUSTRALIA, AUGUST 1983 TO AUGUST 1989
(per cent)

August	Males			Females			Persons		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
MARRIED									
1983	-2.4	7.2	-2.1	0.5	-0.1	0.2	-1.8	0.9	-1.3
1984	1.8	-1.1	1.7	4.4	4.5	4.5	2.4	3.7	2.7
1985	1.2	-3.3	1.0	2.3	6.8	4.3	1.4	5.4	2.2
1986(a)	1.5	10.3	1.8	9.9	9.9	9.9	3.5	9.9	4.7
1987	0.9	9.8	1.3	3.0	4.7	3.8	1.4	5.3	2.2
1988	2.7	-5.7	2.3	5.3	6.5	5.8	3.3	4.9	3.7
1989	2.3	13.5	2.7	6.6	4.9	5.8	3.4	6.0	3.9
NOT MARRIED									
1983	-4.7	-6.2	-4.9	-2.7	-0.1	-2.1	-3.9	-2.5	-3.7
1984	5.6	4.9	5.5	3.6	10.3	5.1	4.8	8.2	5.3
1985	4.5	8.9	5.0	5.6	4.5	5.3	5.0	5.8	5.1
1986(a)	2.1	10.2	3.0	-0.1	1.1	0.2	1.3	4.7	1.8
1987	1.1	15.3	2.8	-0.2	15.1	3.5	0.6	15.2	3.1
1988	3.5	-2.3	2.7	4.9	5.6	5.1	4.0	2.5	3.7
1989	5.9	17.5	7.4	3.6	15.6	6.8	5.0	16.3	7.1
TOTAL									
1983	-3.1	-0.7	-3.0	-1.1	-0.1	-0.8	-2.6	-0.2	-2.2
1984	3.0	2.2	2.9	4.0	6.0	4.7	3.3	5.2	3.6
1985	2.2	3.6	2.3	3.9	6.1	4.8	2.7	5.6	3.2
1986(a)	1.7	10.2	2.2	4.9	7.6	5.9	2.7	8.1	3.6
1987	1.0	13.1	1.8	1.5	10.6	3.7	1.1	8.5	2.5
1988	2.9	-3.6	2.5	5.1	6.2	5.5	3.6	4.1	3.7
1989	3.5	15.9	4.3	5.2	7.8	6.2	4.0	9.5	5.1

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.5. EMPLOYMENT/POPULATION RATIOS(a), AUSTRALIA, AUGUST 1979 TO AUGUST 1989
(per cent)

August	Age group								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
MALES									
1979	52.4	82.6	92.3	93.3	89.0	79.5	52.1	11.3	74.0
1980	53.6	82.8	91.7	93.6	88.8	81.3	47.8	11.0	74.0
1981	54.9	83.7	91.5	92.9	88.7	78.3	49.1	10.4	73.8
1982	52.3	79.3	89.7	91.7	86.7	76.6	45.5	9.1	71.7
1983	44.9	74.1	86.8	89.3	85.0	73.0	39.8	8.3	68.3
1984	46.0	76.6	87.8	89.9	84.9	72.6	39.9	8.8	69.1
1985	46.6	78.6	87.7	90.6	85.7	71.1	39.3	8.6	69.3
1986(b)	47.6	78.1	88.4	90.0	85.1	71.2	42.3	8.3	69.3
1987	47.1	78.2	88.0	90.0	85.7	70.2	41.6	8.4	69.1
1988	47.9	80.3	88.5	90.6	83.4	68.9	43.3	8.3	69.3
1989	52.0	82.1	89.9	90.0	86.1	71.5	46.2	8.4	70.9
FEMALES									
1979	43.8	63.6	47.0	54.7	45.0	25.4	13.0	2.4	39.6
1980	48.1	64.6	49.8	56.2	46.0	28.3	13.2	2.9	41.4
1981	47.4	64.5	49.6	55.5	47.5	29.0	11.7	2.5	41.2
1982	46.6	63.8	50.0	55.2	47.7	25.0	9.6	2.5	40.7
1983	44.4	62.7	47.8	54.1	46.2	27.3	11.9	2.1	39.7
1984	44.7	64.4	51.0	55.4	47.8	26.6	11.4	2.5	40.9
1985	46.4	65.9	53.3	58.2	48.0	26.1	11.1	1.9	42.0
1986(b)	45.5	67.3	55.5	60.8	52.0	27.5	12.5	1.9	43.6
1987	43.2	67.7	57.2	61.8	52.8	29.5	13.1	2.6	44.3
1988	47.1	67.6	58.0	65.0	54.8	30.5	14.0	2.5	45.8
1989	48.8	71.3	61.2	67.1	56.9	31.3	13.3	2.2	47.6
PERSONS									
1979	48.2	73.1	69.7	74.3	67.5	52.3	31.7	6.2	56.5
1980	50.9	73.7	70.8	75.2	67.9	54.6	29.7	6.3	57.4
1981	51.2	74.1	70.6	74.5	68.5	53.6	29.5	5.8	57.3
1982	49.5	71.6	69.8	73.8	67.6	50.8	26.8	5.3	56.0
1983	44.6	68.4	67.3	71.9	66.0	50.3	25.3	4.7	53.8
1984	45.3	70.5	69.4	72.9	66.8	49.9	25.2	5.1	54.8
1985	46.5	72.3	70.5	74.7	67.3	48.9	24.8	4.8	55.5
1986(b)	46.6	72.7	71.9	75.6	69.0	49.7	27.1	4.6	56.3
1987	45.2	73.0	72.6	76.0	69.7	50.2	27.1	5.0	56.5
1988	47.5	74.0	73.2	77.9	69.5	50.0	28.4	5.0	57.4
1989	50.4	76.8	75.6	78.7	71.9	51.7	29.6	4.8	59.1

(a) Employment/population ratio for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

(b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.6. EMPLOYED PERSONS : INDUSTRY, AUSTRALIA, AUGUST 1979 TO AUGUST 1989
('000)

Industry	August										
	1979	1980	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989
MALES											
Agriculture, forestry, fishing and hunting	315.2	311.5	307.0	306.0	314.3	302.6	303.9	299.3	294.7	304.7	291.3
Mining	76.8	77.1	90.0	82.0	87.4	83.9	92.0	88.0	88.9	87.3	94.1
Manufacturing	919.0	937.4	927.9	900.6	849.7	849.4	812.6	826.5	850.3	887.0	895.3
Electricity, gas and water	109.6	119.8	111.6	119.2	124.8	134.4	127.5	123.1	106.1	102.6	103.0
Construction	423.8	437.4	425.6	422.9	346.4	380.4	412.9	427.2	427.9	462.0	526.0
Wholesale and retail trade	710.4	725.2	729.0	707.2	689.4	722.7	755.2	781.5	796.0	839.6	871.5
Transport and storage	296.9	290.8	297.4	314.9	310.3	297.4	318.7	327.2	308.2	305.6	325.1
Communication	97.5	85.4	97.8	96.9	104.4	99.9	113.0	107.4	104.1	99.3	101.5
Finance, property and business services	270.1	286.7	306.7	314.7	300.3	325.5	359.8	363.8	410.5	404.5	451.2
Public administration and defence	187.6	186.0	200.1	196.3	211.0	214.7	203.4	210.0	222.7	201.0	197.3
Community services	360.1	365.5	387.4	391.3	400.0	411.6	425.9	446.4	452.3	463.4	476.5
Recreation, personal and other services	153.9	160.0	177.6	172.2	165.5	194.5	186.3	202.1	215.3	225.1	239.0
Total	3,921.1	3,982.8	4,057.9	4,024.3	3,903.6	4,018.0	4,111.1	4,202.6	4,277.1	4,382.1	4,571.9
FEMALES											
Agriculture, forestry, fishing and hunting	83.8	95.9	108.8	104.1	97.3	97.1	111.2	116.2	107.7	123.6	115.0
Mining	4.9	7.0	9.2	9.1	6.9	8.4	9.6	7.4	9.7	8.0	11.3
Manufacturing	309.4	302.6	308.1	295.6	282.3	292.8	300.6	305.1	304.2	316.6	340.7
Electricity, gas and water	9.0	9.1	13.3	9.6	11.3	13.6	11.2	14.5	13.5	11.4	10.4
Construction	44.9	48.4	49.0	43.8	41.5	43.1	58.3	66.2	60.1	67.2	75.4
Wholesale and retail trade	522.3	549.1	545.0	541.3	527.7	548.4	569.5	609.2	615.6	662.5	735.4
Transport and storage	49.0	52.1	53.3	60.4	54.9	57.5	58.7	69.1	67.1	73.5	82.4
Communication	29.5	31.0	33.1	32.7	35.9	32.0	36.2	41.7	35.3	35.5	38.3
Finance, property and business services	218.0	228.3	252.6	272.2	274.2	294.8	308.2	339.4	360.6	401.0	424.0
Public administration and defence	83.3	96.3	99.2	90.3	103.0	107.9	121.9	115.8	129.3	121.7	126.7
Community services	587.2	649.1	641.8	665.5	677.3	727.7	734.5	775.8	831.4	845.2	880.4
Recreation, personal and other services	216.0	229.6	222.2	230.3	225.3	225.1	244.6	255.6	281.0	305.0	315.7
Total	2,157.4	2,298.5	2,335.8	2,355.0	2,337.4	2,448.1	2,564.5	2,716.0	2,815.2	2,971.3	3,155.7
PERSONS											
Agriculture, forestry, fishing and hunting	399.0	407.4	415.9	410.2	411.7	399.6	415.1	415.5	402.4	428.2	406.2
Mining	81.7	84.1	99.1	91.2	94.3	92.2	101.6	95.5	98.5	95.3	105.4
Manufacturing	1,228.5	1,240.0	1,236.0	1,196.3	1,132.0	1,142.2	1,113.2	1,131.6	1,154.4	1,203.6	1,236.0
Electricity, gas and water	118.6	128.9	125.0	128.8	136.0	148.0	138.7	137.5	119.6	113.9	113.4
Construction	468.7	485.8	474.6	466.7	388.0	423.5	471.2	493.4	487.9	529.2	601.4
Wholesale and retail trade	1,232.7	1,274.3	1,273.9	1,248.5	1,217.1	1,271.2	1,324.7	1,390.7	1,411.6	1,502.2	1,606.9
Transport and storage	345.9	342.9	350.7	375.2	365.2	354.9	377.4	396.4	375.3	379.1	407.5
Communication	127.1	116.4	130.9	129.6	140.3	131.9	149.2	149.1	139.5	134.8	139.8
Finance, property and business services	488.1	515.0	559.4	587.0	574.5	620.3	668.0	703.2	771.1	805.5	875.2
Public administration and defence	270.9	282.3	299.2	286.6	314.0	322.5	325.3	325.9	352.0	322.7	324.0
Community services	947.4	1,014.6	1,029.2	1,056.8	1,077.3	1,139.3	1,160.4	1,222.2	1,283.7	1,308.6	1,356.9
Recreation, personal and other services	369.9	389.6	399.8	402.5	390.8	420.6	430.9	457.7	496.3	530.2	554.7
Total	6,078.5	6,281.4	6,393.7	6,379.3	6,241.1	6,466.1	6,675.6	6,918.6	7,092.3	7,353.4	7,727.6

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

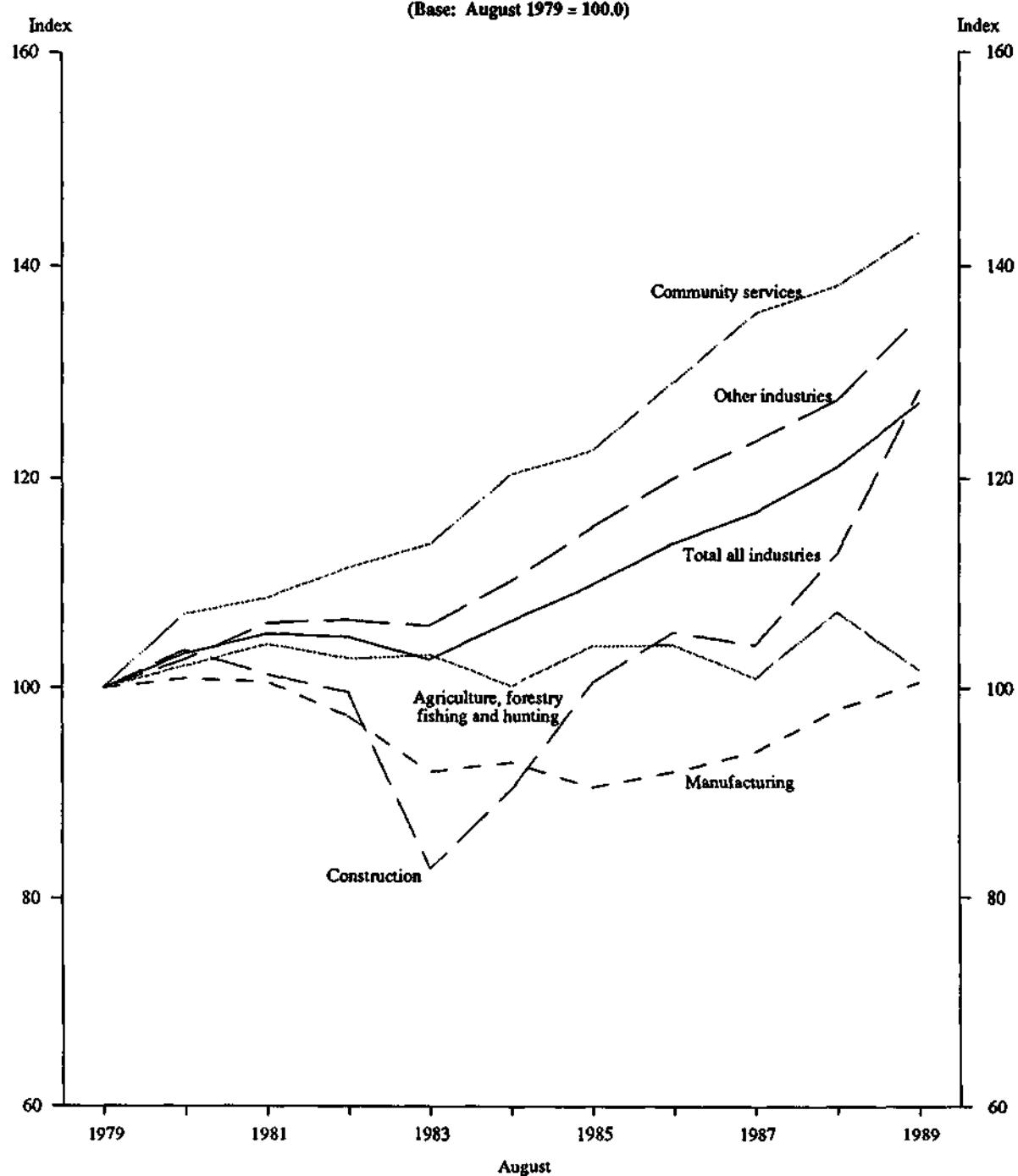
TABLE 3.7. EMPLOYED PERSONS : PROPORTIONS BY INDUSTRY, AUSTRALIA, AUGUST 1979 TO AUGUST 1989
(per cent)

Industry	August										
	1979	1980	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989
	MALES										
Agriculture, forestry, fishing and hunting	8.0	7.8	7.6	7.6	8.1	7.5	7.4	7.1	6.9	7.0	6.4
Mining	2.0	1.9	2.2	2.0	2.2	2.1	2.2	2.1	2.1	2.0	2.1
Manufacturing	23.4	23.5	22.9	22.4	21.8	21.1	19.8	19.7	19.9	20.2	19.6
Electricity, gas and water	2.8	3.0	2.8	3.0	3.2	3.3	3.1	2.9	2.5	2.3	2.3
Construction	10.8	11.0	10.5	10.5	8.9	9.5	10.0	10.2	10.0	10.5	11.5
Wholesale and retail trade	18.1	18.2	18.0	17.6	17.7	18.0	18.4	18.6	18.6	19.2	19.1
Transport and storage	7.6	7.3	7.3	7.8	7.9	7.4	7.8	7.8	7.2	7.0	7.1
Communication	2.5	2.1	2.4	2.4	2.7	2.5	2.7	2.6	2.4	2.3	2.2
Finance, property and business services	6.9	7.2	7.6	7.8	7.7	8.1	8.8	8.7	9.6	9.2	9.9
Public administration and defence	4.8	4.7	4.9	4.9	5.4	5.3	4.9	5.0	5.2	4.6	4.3
Community services	9.2	9.2	9.5	9.7	10.2	10.2	10.4	10.6	10.6	10.6	10.4
Recreation, personal and other services	3.9	4.0	4.4	4.3	4.2	4.9	4.5	4.8	5.0	5.1	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	FEMALES										
Agriculture, forestry, fishing and hunting	3.9	4.1	4.7	4.4	4.2	4.0	4.3	4.3	3.8	4.2	3.6
Mining	0.2	0.3	0.4	0.4	0.3	0.3	0.4	0.3	0.3	0.3	0.4
Manufacturing	14.3	13.1	13.2	12.6	12.1	12.0	11.7	11.2	10.8	10.7	10.8
Electricity, gas and water	0.4	0.4	0.6	0.4	0.5	0.6	0.4	0.5	0.5	0.4	0.3
Construction	2.1	2.1	2.1	1.9	1.8	1.8	2.3	2.4	2.1	2.3	2.4
Wholesale and retail trade	24.2	23.9	23.3	23.0	22.6	22.4	22.2	22.4	21.9	22.3	23.3
Transport and storage	2.3	2.3	2.3	2.6	2.3	2.3	2.3	2.5	2.4	2.5	2.6
Communication	1.4	1.3	1.4	1.4	1.5	1.3	1.4	1.5	1.3	1.2	1.2
Finance, property and business services	10.1	9.9	10.8	11.6	11.7	12.0	12.0	12.5	12.8	13.5	13.4
Public administration and defence	3.9	4.2	4.2	3.8	4.4	4.4	4.8	4.3	4.6	4.1	4.0
Community services	27.2	28.2	27.5	28.3	29.0	29.7	28.6	28.6	29.5	28.4	27.9
Recreation, personal and other services	10.0	10.0	9.5	9.8	9.6	9.2	9.5	9.4	10.0	10.3	10.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	PERSONS										
Agriculture, forestry, fishing and hunting	6.6	6.5	6.5	6.4	6.6	6.2	6.2	6.0	5.7	5.8	5.3
Mining	1.3	1.3	1.5	1.4	1.5	1.4	1.5	1.4	1.4	1.3	1.4
Manufacturing	20.2	19.7	19.3	18.8	18.1	17.7	16.7	16.4	16.3	16.4	16.0
Electricity, gas and water	2.0	2.1	2.0	2.0	2.2	2.3	2.1	2.0	1.7	1.5	1.5
Construction	7.7	7.7	7.4	7.3	6.2	6.5	7.1	7.1	6.9	7.2	7.8
Wholesale and retail trade	20.3	20.3	19.9	19.6	19.5	19.7	19.8	20.1	19.9	20.4	20.8
Transport and storage	5.7	5.5	5.5	5.9	5.9	5.5	5.7	5.7	5.3	5.2	5.3
Communication	2.1	1.9	2.0	2.0	2.2	2.0	2.2	2.2	2.0	1.8	1.8
Finance, property and business services	8.0	8.2	8.7	9.2	9.2	9.6	10.0	10.2	10.9	11.0	11.3
Public administration and defence	4.5	4.5	4.7	4.5	5.0	5.0	4.9	4.7	5.0	4.4	4.2
Community services	15.6	16.2	16.1	16.6	17.3	17.6	17.4	17.7	18.1	17.8	17.6
Recreation, personal and other services	6.1	6.2	6.3	6.3	6.3	6.5	6.5	6.6	7.0	7.2	7.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 3.2. EMPLOYED PERSONS: SELECTED INDUSTRY INDEXES, AUSTRALIA
 (Base: August 1979 = 100.0)



Note: Estimates from August 1986 are based on a revised definition introduced in April 1986. See Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.8. EMPLOYED PERSONS: MAJOR AND MINOR OCCUPATION GROUPS, AUSTRALIA, AUGUST 1989
('000)

<i>Occupation major and minor group(a)</i>	<i>Males</i>	<i>Females</i>		<i>Persons</i>
		<i>Married</i>	<i>Total</i>	
MANAGERS AND ADMINISTRATORS	631.4	154.2	189.8	821.2
Legislators and government appointed officials	* 1.3	* 0.4	* 0.6	* 1.9
General managers	38.8	* 2.2	* 2.7	41.4
Specialist managers	143.8	16.1	26.9	170.7
Farmers and farm managers	177.7	64.2	69.0	246.7
Managing supervisors (sales and service)	169.3	65.0	83.0	252.3
Managing supervisors (other business)	100.5	6.2	7.6	108.1
PROFESSIONALS	585.5	225.1	375.1	960.6
Natural scientists	28.2	7.1	12.7	40.9
Building professionals and engineers	112.3	* 2.1	4.0	116.3
Health diagnosis and treatment practitioners	52.2	23.7	35.9	88.0
School teachers	85.5	99.2	150.8	236.2
Other teachers and instructors	50.8	27.7	44.8	95.5
Social professionals	41.4	9.5	20.7	62.1
Business professionals	158.1	29.1	54.7	212.8
Artists and related professionals	37.6	13.0	28.5	66.1
Miscellaneous professionals	19.6	13.6	23.2	42.8
PARA-PROFESSIONALS	251.5	124.8	202.3	453.8
Medical and science technical officers and technicians	10.2	5.5	10.1	20.3
Engineering and building associates and technicians	82.1	* 3.1	6.9	89.0
Air and sea transport technical workers	20.3	* 0.3	* 0.3	20.6
Registered nurses	12.3	91.7	138.8	151.1
Police	36.5	* 1.8	6.1	42.6
Miscellaneous para-professionals	90.2	22.5	40.0	130.2
TRADESPERSONS	1,115.4	69.3	124.3	1,239.7
Metal fitting and machining tradespersons	129.6	* 0.2	* 0.5	130.1
Other metal tradespersons	115.6	* 2.2	* 3.0	118.6
Electrical and electronics tradespersons	170.6	* 0.9	* 2.5	173.1
Building tradespersons	286.8	* 0.7	* 2.3	289.1
Printing tradespersons	35.3	6.7	10.2	45.5
Vehicle tradespersons	146.4	* 0.6	* 1.5	148.0
Food tradespersons	82.3	20.6	30.1	112.4
Amenity horticultural tradespersons	44.7	* 3.3	4.8	49.5
Miscellaneous tradespersons	104.0	34.0	69.4	173.4
CLERKS	306.2	631.8	1,011.6	1,317.9
Stenographers and typists	4.6	169.8	278.5	283.1
Data processing and business machine operators	20.5	39.1	74.5	95.1
Numerical clerks	129.7	228.0	328.7	458.4
Filing, sorting and copying clerks	17.5	20.1	39.3	56.8
Material recording and despatching clerks	51.8	18.6	33.8	85.5
Receptionists, telephonists and messengers	21.7	83.6	140.9	162.5
Miscellaneous clerks	60.6	72.5	116.0	176.6
SALESPERSONS AND PERSONAL SERVICE WORKERS	399.8	359.9	729.1	1,128.9
Investment, insurance and real estate salespersons	70.8	13.0	22.2	92.9
Sales representatives	88.4	19.8	32.8	121.2
Sales assistants	145.7	158.6	326.0	471.7
Tellers, cashiers and ticket salespersons	24.3	51.3	120.7	145.0
Miscellaneous salespersons	58.8	43.4	103.0	161.8
Personal service workers	11.8	73.7	124.4	136.3
PLANT AND MACHINE OPERATORS, AND DRIVERS	501.7	74.9	102.7	604.4
Road and rail transport drivers	235.6	11.5	17.9	253.4
Mobile plant operators (except transport)	104.3	* 0.8	* 1.4	105.6
Stationary plant operators	73.5	* 0.2	* 0.7	74.3
Machine operators	88.3	62.3	82.7	171.0
LABOURERS AND RELATED WORKERS	780.3	286.9	420.8	1,201.1
Trades assistants and factory hands	202.1	61.8	95.4	297.4
Agricultural labourers and related workers	96.5	18.9	31.0	127.6
Cleaners	69.9	101.0	135.4	205.3
Construction and mining labourers	132.9	* 1.2	* 2.3	135.2
Miscellaneous labourers and related workers	278.9	104.0	156.8	435.6
TOTAL	4,571.9	1,926.9	3,155.7	7,727.6

(a) Classified according to the Australian Standard Classification of Occupations, ASCO 1986.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.9. FULL-TIME WORKERS WHO WORKED LESS THAN 35 HOURS : REASONS, AUSTRALIA,
AUGUST 1979 TO AUGUST 1989
('000)

Reasons for working less than 35 hours	August										
	1979		1980		1981		1982		1983		1984
	MALES										
Leave, holiday or flexitime	214.3	303.4	320.7	348.2	284.1	267.4	349.7	335.6	336.3	288.8	274.5
Own illness or injury	154.9	160.1	163.6	180.3	152.7	145.2	175.2	142.9	145.5	166.4	152.8
Bad weather, plant breakdown, etc.	10.5	10.7	26.3	7.2	11.6	28.2	27.4	51.9	21.6	13.4	29.1
Began or left job in the survey week	12.3	9.3	11.6	8.5	11.0	8.4	9.1	10.9	9.3	9.8	9.8
Stood down, on short time, insufficient work	33.0	35.9	31.8	44.8	39.8	29.1	28.2	32.8	33.2	29.6	31.7
Shift work, standard work arrangements	n.a.	n.a.	n.a.	n.a.	58.5	60.6	70.2	79.2	74.6	85.2	75.4
Other reasons	46.5	42.5	36.8	36.3	18.3	19.2	20.9	18.8	22.9	23.0	28.2
Total	471.4	561.8	590.8	625.3	576.1	558.2	680.7	672.2	643.4	616.3	601.6
FEMALES											
Leave, holiday or flexitime	97.6	147.4	154.4	153.5	134.2	127.8	165.3	181.9	183.9	154.2	136.3
Own illness or injury	79.1	82.2	80.8	97.6	85.6	81.9	106.9	88.7	93.4	98.3	106.5
Bad weather, plant breakdown, etc.	*	*	*	*	*	*2.9	*1.7	10.0	*1.6	*2.3	*3.4
Began or left job in the survey week	4.3	5.8	6.0	6.4	3.6	4.8	4.3	6.4	4.1	6.3	6.6
Stood down, on short time, insufficient work	8.5	8.7	6.5	13.2	10.2	8.4	8.3	10.6	11.5	10.3	9.3
Shift work, standard work arrangements	n.a.	n.a.	n.a.	n.a.	17.0	23.9	23.3	27.9	24.3	40.8	35.5
Other reasons	14.2	12.2	10.4	12.0	4.2	5.0	4.9	7.2	8.1	8.0	9.0
Total	203.8	256.8	259.9	283.3	255.6	254.8	314.8	332.6	327.0	320.1	306.6
PERSONS											
Leave, holiday or flexitime	311.9	450.7	475.2	501.8	418.3	395.2	514.9	517.5	520.2	443.1	410.8
Own illness or injury	234.0	242.3	244.4	277.9	238.3	227.2	282.2	231.6	239.0	264.7	259.3
Bad weather, plant breakdown, etc.	10.5	11.2	28.2	7.9	12.5	31.1	29.1	61.9	23.2	15.7	32.5
Began or left job in the survey week	16.6	15.1	17.5	14.9	14.6	13.3	13.4	17.3	13.5	16.1	16.4
Stood down, on short time, insufficient work	41.5	44.6	38.3	57.9	50.0	37.5	36.5	43.4	44.7	39.9	41.0
Shift work, standard work arrangements	n.a.	n.a.	n.a.	n.a.	75.5	84.5	93.5	107.1	98.8	126.0	110.8
Other reasons	60.7	54.7	47.2	48.2	22.5	24.2	25.9	26.0	31.1	31.0	37.2
Total	675.2	818.6	850.7	908.7	831.8	813.0	995.5	1,004.8	970.4	936.4	908.1

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.10. PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS, BY AGE, AUSTRALIA, AUGUST 1989
('000)

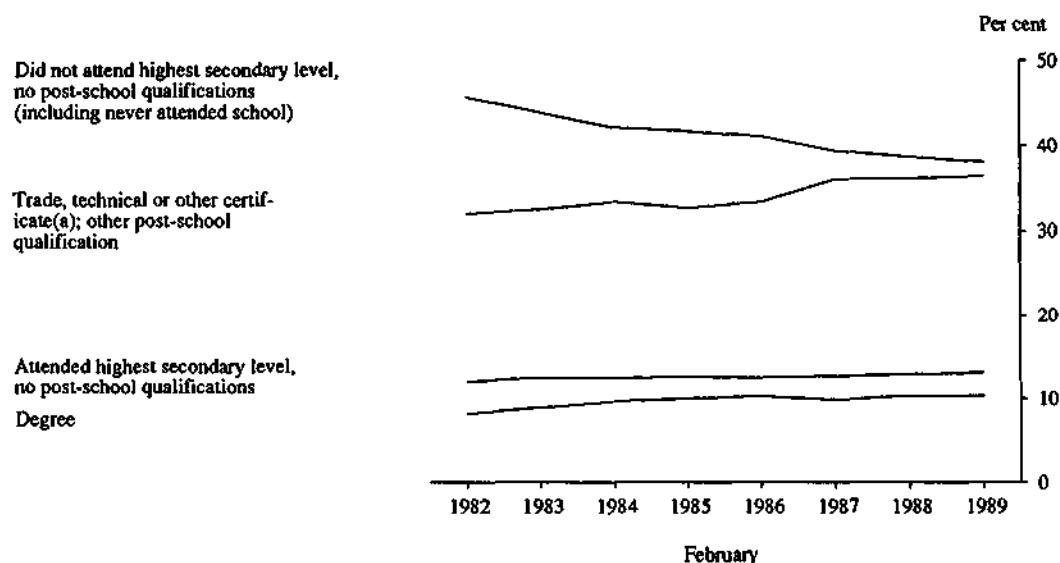
	Age group						Total	
	15-19		20-24		25-34			
	MALES							
Total	117.3	53.9	47.1	34.1	26.7	75.2	354.4	
Preferred not to work more hours	92.3	38.4	31.4	23.9	18.2	67.0	271.2	
Preferred to work more hours	25.0	15.5	15.8	10.2	8.5	8.2	83.2	
Had actively looked for full-time work in the four weeks to the end of the reference week	7.4	10.9	8.7	5.3	4.3	* 2.4	38.9	
FEMALES								
Total	160.0	102.7	309.3	384.2	215.0	93.1	1,264.2	
Preferred not to work more hours	126.0	72.0	259.4	334.3	188.7	86.9	1,067.4	
Preferred to work more hours	34.0	30.7	49.8	49.9	26.2	6.2	196.8	
Had actively looked for full-time work in the four weeks to the end of the reference week	12.8	14.6	13.8	9.1	5.2	* 0.6	56.2	
PERSONS								
Total	277.3	156.6	356.4	418.3	241.7	168.3	1,618.6	
Preferred not to work more hours	218.3	110.4	290.8	358.2	206.9	153.9	1,338.6	
Preferred to work more hours	59.0	46.2	65.6	60.1	34.8	14.4	280.0	
Had actively looked for full-time work in the four weeks to the end of the reference week	20.2	25.5	22.5	14.5	9.5	* 3.0	95.1	

Source: *The Labour Force, Australia* (6203.0).

Educational Attainment

Between February 1984 and February 1989 the number of employed persons increased by 1,149,400 (18%). The number of employed persons with post-school qualifications increased by 737,300 (26%) – those with a degree rising by 164,600 (27%). Over the same period, the number of employed persons without post-school qualifications rose by 353,100 (10%). Amongst these were persons who had attended the highest level of secondary school available. Their numbers increased by 193,200 (25%) between February 1984 and February 1989. The number of employed persons who had not completed the highest level of secondary school available increased by 144,100 (5%) in the same period.

CHART 3.3. EMPLOYED PERSONS: SELECTED EDUCATIONAL LEVELS ATTAINED, AUSTRALIA



(a) Comprises the categories 'Trade qualifications or apprenticeship' and 'Certificate or Diploma', which were published separately for the first time in the 1987 publication.

Source: *Labour Force Status and Educational Attainment, Australia, February 1989* (6235.0).

TABLE 3.11. EMPLOYED PERSONS : EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1984 TO FEBRUARY 1989 ('000)

February	Without post-school qualifications						
	With post-school qualifications			Attended highest secondary level	Did not attend highest level of secondary school and left at age		Total (c)
	Trade, technical or other certificate	Degree	Total (a)		16 and over	15 and under	
MALES							
1984	425.1	1,424.9	1,881.2	454.3	544.5	1,074.4	2,081.3
1985	435.6	1,410.0	1,894.1	505.4	573.4	1,058.3	2,142.7
1986	454.2	1,478.6	1,976.9	499.5	587.1	1,041.9	2,133.9
1987	456.7	1,620.7	2,087.3	514.9	590.9	958.6	2,077.5
1988	494.0	1,669.4	2,170.3	545.6	599.3	946.7	2,113.4
1989	506.0	1,728.4	2,241.1	551.4	669.7	940.1	2,176.5
FEMALES							
1984	184.3	704.1	918.8	333.3	387.0	674.5	1,399.2
1985	227.2	742.8	1,011.8	327.9	426.8	686.5	1,442.3
1986	236.4	785.7	1,066.5	351.2	464.6	682.0	1,501.5
1987	230.1	898.4	1,143.8	369.0	465.1	698.0	1,546.2
1988	244.9	937.2	1,194.4	386.0	502.5	697.6	1,600.7
1989	268.1	1,018.4	1,296.1	429.3	519.7	695.1	1,657.1
PERSONS							
1984	609.5	2,129.0	2,799.9	787.6	931.5	1,748.9	3,480.5
1985	662.8	2,152.8	2,906.0	833.3	1,000.2	1,744.8	3,585.0
1986	690.6	2,264.3	3,043.4	850.6	1,051.7	1,723.9	3,635.4
1987	686.8	2,519.1	3,231.2	883.9	1,056.0	1,656.6	3,623.8
1988	738.9	2,606.6	3,364.7	931.7	1,101.8	1,644.3	3,714.1
1989	774.1	2,746.8	3,537.2	980.8	1,189.4	1,635.1	3,833.6

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school. (c) Includes persons aged 15 to 20 still at school.

Source: *Labour Force Status and Educational Attainment, Australia, February 1989* (6235.0).

Labour Force Experience

Some 8,278,300 persons had worked at some time during the year ending February 1989. Of these persons 68 per cent had worked for the full 52 weeks, which comprised 74 per cent of male workers and 59 per cent of female workers.

The proportion of females working at some time in the previous 12 months increased from 50 per cent in 1981 to 55 per cent in 1989. There was a decline for males working at some time, from 81 per cent in 1981 to 77 per cent in 1989. The figure recorded for males in 1988 was even lower, at 76 per cent.

Of male workers 88 per cent had worked all their weeks on a full-time basis whereas 37 per cent of female workers had worked all their weeks on a part-time basis.

**TABLE 3.12. PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 1989:
TIME WORKED DURING THE YEAR, MARITAL STATUS AND FULL-TIME/PART-TIME STATUS
DURING THE YEAR, AUSTRALIA
('000)**

Time worked during the year (weeks)	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TIME WORKED WAS ALL FULL-TIME									
1 and under 4	8.0	12.3	20.2	32.6	22.8	55.3	40.6	35.0	75.6
4 and under 13	26.5	28.9	55.4	74.2	39.7	114.0	100.8	68.6	169.4
13 and under 26	38.5	43.5	82.0	39.4	25.6	63.0	77.8	69.1	147.0
26 and under 39	72.8	62.1	134.9	76.5	45.1	121.6	149.4	107.2	256.5
39 and under 49	176.3	86.1	262.3	128.9	78.7	207.5	305.1	164.8	469.9
49 and under 52	139.7	58.5	198.2	66.9	44.9	111.8	206.6	103.4	310.0
52	2,369.6	736.3	3,105.9	985.4	614.1	1,599.5	3,355.0	1,350.4	4,705.4
Total	2,831.4	1,027.6	3,859.0	1,403.8	870.9	2,274.7	4,235.2	1,898.5	6,133.7
TIME WORKED WAS MORE FULL-TIME THAN PART-TIME									
1 and under 13	* 1.4	* 5.1	* 6.5	* 6.9	* 3.3	10.2	8.2	8.4	16.7
13 and under 26	* 3.6	* 6.4	10.0	* 6.7	* 6.0	12.7	10.3	12.4	22.7
26 and under 39	11.1	14.5	25.5	15.0	11.8	26.8	26.1	26.3	52.3
39 and under 49	25.5	24.6	50.0	25.0	19.7	44.7	50.4	44.3	94.7
49 and under 52	9.6	12.3	21.9	9.1	* 5.8	14.9	18.7	18.1	36.8
52	46.0	37.5	83.5	28.5	27.3	55.8	74.5	64.8	139.3
Total	97.1	100.4	197.5	91.1	73.9	165.1	188.2	174.4	362.5
TIME WORKED WAS MORE PART-TIME THAN FULL-TIME									
1 and under 13	* 0.5	* 0.3	* 0.8	* 2.7	* 4.3	* 7.0	* 3.2	* 4.6	* 7.8
13 and under 26	* 1.7	* 5.1	* 6.8	* 6.9	* 3.1	10.1	8.6	8.3	16.9
26 and under 39	* 2.1	* 5.2	* 7.3	* 4.3	* 6.4	10.7	* 6.4	11.6	18.0
39 and under 49	* 2.4	13.1	15.6	8.9	11.0	19.9	11.3	24.1	35.5
49 and under 52	* 3.3	* 6.3	9.6	* 4.9	* 5.7	10.7	8.2	12.0	20.3
52	* 6.7	27.9	34.6	8.0	18.9	26.8	14.7	46.7	61.4
Total	16.7	57.9	74.6	35.7	49.5	85.2	52.4	107.4	159.8
TIME WORKED WAS ALL PART-TIME									
1 and under 4	* 4.7	25.1	29.7	15.0	20.2	35.2	19.7	45.3	65.0
4 and under 13	12.7	64.7	77.5	37.8	52.8	90.5	50.5	117.5	168.0
13 and under 26	* 6.0	58.5	64.5	26.5	37.1	63.6	32.5	95.6	128.1
26 and under 39	12.4	100.6	112.9	28.2	42.2	70.4	40.5	142.8	183.3
39 and under 49	21.5	144.6	166.1	36.4	61.6	98.0	57.9	206.2	264.1
49 and under 52	* 4.9	61.9	66.7	15.1	27.7	42.8	20.0	89.6	109.5
52	47.1	467.7	514.8	54.5	134.9	189.4	101.6	602.6	704.2
Total	109.2	923.0	1,032.3	213.4	376.6	590.0	322.7	1,299.6	1,622.3
TOTAL									
1 and under 4	12.6	37.3	50.0	48.4	43.6	92.0	61.0	80.9	142.0
4 and under 13	41.2	99.0	140.2	120.7	99.6	220.3	161.9	198.6	360.5
13 and under 26	49.8	113.5	163.3	79.5	71.9	151.4	129.3	185.4	314.7
26 and under 39	98.3	182.3	280.7	124.0	105.5	229.5	222.4	287.8	510.2
39 and under 49	225.6	268.4	494.0	199.1	171.1	370.2	424.7	439.4	864.2
49 and under 52	157.5	139.0	296.5	95.9	84.2	180.1	253.4	223.1	476.6
52	2,469.4	1,269.4	3,738.8	1,076.3	795.2	1,871.5	3,545.8	2,064.5	5,610.3
Total	3,054.4	2,108.9	5,163.4	1,744.0	1,370.9	3,115.0	4,798.5	3,479.9	8,278.3

Labour Mobility

An estimated 8,278,300 persons had worked at some time during the year ending February 1989. Some 7,585,800 (92%) of these persons were working in February 1989, with the remainder either looking for work (263,200 or 3%) or not in the labour force (429,400 or 5%).

The proportion of persons who were job mobile during the year has increased over the last five years from 14 per cent in 1984, to 20 per cent in February 1989. The increase during this period occurred for both males and females, with males maintaining a higher rate of job mobility than females. In February 1989 the job mobility rates were 20 per cent for males and 19 per cent for females. Persons aged 20 to 24 were the most job mobile (33%), while those aged 55 and over were the least job mobile (7%).

TABLE 3.13. PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY : DURATION OF CURRENT JOB, AUSTRALIA, FEBRUARY 1981 TO FEBRUARY 1989

Duration of current job	Survey conducted in February								
	1981	1982	1983	1984	1985	1986	1987(a)	1988	1989
	—per cent—								
MALES									
Under 1 year	23.1	23.0	18.8	19.4	20.8	21.8	22.7	24.3	26.3
Under 3 months	9.2	8.7	7.6	8.6	9.0	9.3	9.4	9.8	11.0
3 and under 6 months	5.6	5.8	4.0	4.4	4.4	4.8	5.2	5.9	6.0
6 and under 12 months	8.3	8.4	7.2	6.4	7.3	7.6	8.1	8.6	9.4
1 and under 2 years	12.6	12.2	13.0	10.1	11.6	12.7	10.6	10.2	10.8
2 and under 3 years	8.7	9.2	12.0	11.3	9.4	9.1	8.2	8.7	7.8
3 and under 5 years	14.1	14.1	16.0	16.2	15.7	13.7	11.3	12.2	12.5
5 and under 10 years	17.7	18.2	19.0	18.8	18.7	19.2	17.6	15.5	14.9
10 years and over	23.9	23.3	21.4	24.1	23.9	23.6	29.4	29.0	27.6
10 and under 20 years	14.8	{ } 23.3	{ } 13.9	15.9	15.6	15.6	18.2	18.0	16.6
20 years and over	9.1			7.5	8.2	8.3	8.0	11.3	11.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	4,501.1
FEMALES									
Under 1 year	28.8	28.0	23.3	24.5	26.5	28.7	28.7	28.5	30.2
Under 3 months	11.3	10.7	9.0	10.2	11.2	11.7	11.7	11.3	12.7
3 and under 6 months	6.7	7.2	5.3	5.6	6.5	7.0	6.8	7.1	7.0
6 and under 12 months	10.8	10.0	9.0	8.6	8.9	9.9	10.2	10.0	10.5
1 and under 2 years	16.0	15.2	15.8	13.9	14.5	15.3	14.1	14.1	12.8
2 and under 3 years	9.6	10.7	14.4	12.7	10.8	10.7	10.6	11.3	11.3
3 and under 5 years	15.8	15.1	16.7	17.0	17.3	13.8	12.9	14.0	15.0
5 and under 10 years	18.0	18.7	18.2	18.5	17.4	17.7	17.1	16.3	15.8
10 years and over	11.9	12.4	11.6	13.4	13.6	13.9	16.4	15.8	14.9
10 and under 20 years	9.0	{ } 12.4	{ } 9.0	10.6	10.9	10.9	12.6	12.1	11.5
20 years and over	2.9			2.6	2.8	2.7	3.8	3.7	3.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	3,084.6
PERSONS									
Under 1 year	25.1	24.8	20.5	21.3	22.9	24.5	25.1	26.0	27.9
Under 3 months	9.9	9.5	8.1	9.2	9.8	10.3	10.3	10.4	11.7
3 and under 6 months	6.0	6.3	4.5	4.9	5.2	5.7	5.9	6.4	6.4
6 and under 12 months	9.2	9.0	7.9	7.3	7.9	8.5	8.9	9.2	9.8
1 and under 2 years	13.8	13.3	14.0	11.6	12.7	13.7	12.0	11.8	11.6
2 and under 3 years	9.0	9.8	12.9	11.8	10.0	9.7	9.2	9.8	9.2
3 and under 5 years	14.7	14.4	16.2	16.5	16.4	13.7	11.9	12.9	13.5
5 and under 10 years	17.8	18.3	18.7	18.7	18.2	18.6	17.4	15.8	15.2
10 years and over	19.5	19.3	17.7	20.1	19.9	19.8	24.2	23.7	22.4
10 and under 20 years	12.7	{ } 19.3	{ } 12.1	13.9	13.8	13.8	15.9	15.6	14.5
20 years and over	6.8			5.6	6.2	6.1	6.0	8.3	7.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	7,585.8

(a) Totals include a small number of persons whose duration of current job could not be determined.

Source: *Labour Mobility, Australia, During the Year Ending February 1989* (6209.0).

TABLE 3.14. PERSONS WHO CEASED A JOB DURING THE YEAR ENDING FEBRUARY 1989:
DURATION OF LAST JOB AND REASON FOR CEASING LAST JOB, AUSTRALIA
('000)

Duration of last job	Reason for ceasing last job										
	Job loser			Job leaver							
	Retired to studies	Own ill health or injury	Total	Job was tempor- ary or seasonal and did not leave	Unsatis- factory work condi- tions	Job was tempor- ary or seasonal and left to return to studies	Other	Total	Changed locality but not employer	Total	
MALES											
Under 1 year	117.2	65.9	223.0	63.4	* 0.9	194.6	259.0	133.2	392.2	615.2	
Under 3 months	56.8	47.7	130.8	29.2	* 0.4	65.8	95.4	65.4	160.8	291.6	
3 and under 6 months	31.6	* 7.8	* 7.2	46.5	19.1	* 0.0	55.2	74.3	26.9	101.2	147.8
6 and under 12 months	28.8	10.5	* 6.5	45.7	15.1	* 0.5	73.6	89.2	40.9	130.1	175.8
1 and under 2 years	24.8	* 1.6	* 3.2	29.5	10.0	* 0.4	60.5	71.0	37.2	108.2	137.7
2 and under 3 years	19.8	* 3.4	* 1.1	24.3	9.9	* 0.4	55.1	65.3	27.8	93.1	117.4
3 and under 5 years	14.2	* 2.9	* 3.1	20.3	8.6	* 0.4	52.8	61.8	35.1	96.8	117.1
5 and under 10 years	12.1	* 2.8	* 3.1	18.0	* 6.1	* 0.0	54.0	60.1	25.7	85.8	103.9
10 years and over	17.1	* 1.3	* 0.5	18.8	* 3.3	* 0.0	60.6	63.8	20.3	84.1	102.9
10 and under 20 years	11.0	* 0.6	* 0.5	12.0	* 2.5	* 0.0	40.2	42.7	12.9	55.6	67.7
20 years and over	* 6.1	* 0.8	* 0.0	* 6.8	* 0.8	* 0.0	20.3	21.1	* 7.3	28.4	35.2
Total	205.1	78.0	50.8	333.9	101.3	* 2.1	477.5	581.0	279.2	860.2	1,194.1
FEMALES											
Under 1 year	85.8	91.6	29.4	206.7	55.2	* 3.5	203.8	262.5	61.7	324.3	531.0
Under 3 months	41.4	62.0	18.8	122.2	26.6	* 1.3	83.6	111.4	30.1	141.5	263.7
3 and under 6 months	23.2	16.1	* 4.9	44.3	17.9	* 1.8	56.2	75.9	11.8	87.7	132.0
6 and under 12 months	21.2	13.4	* 5.7	40.3	10.7	* 0.5	64.0	75.2	19.8	95.0	135.3
1 and under 2 years	15.3	* 4.9	* 4.3	24.5	10.3	* 0.5	69.9	80.7	23.9	104.6	129.1
2 and under 3 years	8.2	* 4.0	* 0.6	12.7	8.0	* 0.0	56.8	64.8	19.1	83.9	96.6
3 and under 5 years	10.3	* 7.5	* 2.5	20.3	8.9	* 0.5	53.4	62.9	19.0	81.8	102.2
5 and under 10 years	* 7.7	* 5.4	* 0.3	13.4	* 2.9	* 0.0	42.6	45.5	12.1	57.6	70.9
10 years and over	8.8	* 1.4	* 0.3	10.4	* 1.7	* 0.0	28.9	30.6	* 4.6	35.2	45.7
10 and under 20 years	* 7.4	* 0.7	* 0.3	8.4	* 1.7	* 0.0	23.5	25.1	* 4.6	29.7	38.2
20 years and over	* 1.4	* 0.7	* 0.0	* 2.0	* 0.0	* 0.0	* 5.5	* 5.5	* 0.0	* 5.5	* 7.5
Total	136.1	114.7	37.3	288.1	87.0	* 4.5	455.4	547.0	140.3	687.3	975.5
PERSONS											
Under 1 year	203.0	157.5	69.3	429.7	118.6	* 4.4	398.5	521.5	195.0	716.5	1,146.2
Under 3 months	98.2	109.7	45.1	253.0	55.8	* 1.7	149.3	206.9	95.5	302.3	555.3
3 and under 6 months	54.9	23.9	12.0	90.8	37.0	* 1.8	111.5	150.2	38.8	189.0	279.8
6 and under 12 months	49.9	23.9	12.2	86.0	25.8	* 1.0	137.6	164.4	60.7	225.2	311.1
1 and under 2 years	40.1	* 6.5	* 7.5	54.1	20.3	* 0.9	130.4	151.7	61.1	212.8	266.8
2 and under 3 years	28.0	* 7.4	* 1.7	37.0	17.9	* 0.4	111.8	130.1	46.8	177.0	214.0
3 and under 5 years	24.6	10.4	* 5.6	40.6	17.5	* 0.9	106.2	124.6	54.0	178.7	219.3
5 and under 10 years	19.8	8.3	* 3.4	31.4	9.0	* 0.0	96.6	105.6	37.8	143.4	174.8
10 years and over	25.8	* 2.7	* 0.7	29.3	* 4.9	* 0.0	89.5	94.4	24.9	119.3	148.6
10 and under 20 years	18.4	* 1.3	* 0.7	20.5	* 4.2	* 0.0	63.7	67.9	17.5	85.4	105.8
20 years and over	* 7.4	* 1.4	* 0.0	8.8	* 0.8	* 0.0	25.8	26.6	* 7.3	33.9	42.7
Total	341.2	192.7	88.1	622.1	188.3	* 6.7	933.0	1,128.0	419.6	1,547.5	2,169.6

Source: Labour Mobility, Australia, During the Year Ending February 1989 (6209.0).

Employed Wage and Salary Earners (Source: Employed Wage and Salary Earners, Australia (6248.0))

The Survey of Employment and Earnings is based on the ABS business register and has two components. One is a sample survey of about 15,000 private employers in industries other than agriculture, forestry, fishing and hunting; the other is a sample of 2,500 Government agencies. In contrast to the Monthly Labour Force Survey, the Survey of Employment and Earnings is conducted by mail and, as in all ABS employer surveys, covers only wage and salary earners defined as persons who receive pay for any part of the survey reference period. Employed wage and salary earner data from the Survey of Employment and Earnings and other employer surveys are presented below and analysed according to private/public sector, industry and size of employer.

In the year to June 1989, the number of wage and salary earners increased by 202,100 (3.4%) to 6,140,800. Growth in the private sector continued with a 5.0 per cent increase while the downward trend in the public sector continued with a decrease of 0.4 per cent.

During the year to May 1989 the Transport and storage industry displayed the strongest percentage growth with 7.2 per cent (20,800) to 310,800, while the Electricity, gas and water industry showed the largest fall of 4.1 per cent (5,300) to 123,800.

In the year to May 1989 an increase of 197,900 wage and salary earners consisted of 69,300 part-time persons (35 per cent of the total increase) and 128,600 full-time persons. The greatest increase for part-time persons occurred in the Retail trade industry (26,100 or 37.7%) and for full-time persons in the Finance, property and business services industry (36,600 or 28.5%). The total number of female wage and salary earners increased by 5.2 per cent to 2,708,400 during this period while the total number of males increased by 1.9 per cent to 3,444,000.

**TABLE 3.15. EMPLOYED WAGE AND SALARY EARNERS : SECTOR, AUSTRALIA
('000)**

June	Public sector					Private sector	Total
	Commonwealth	State	Northern Territory(a)	Local	Total(b)		
1979	396.0	981.9	9.9	127.6	1,515.2	3,465.9	4,981.0
1980	396.6	991.4	14.1	129.9	1,531.8		
1981	402.9	1,000.3	14.3	130.3	1,547.6		
1982	402.2	1,009.9	14.2	133.5	1,559.6		
1983(d)	409.3	1,020.7	14.3	138.3	1,582.3		
1983(d)	408.3	1,067.8	14.4	143.2	1,633.8	..	..
1984	419.6	1,110.4	..	154.4	1,684.2	3,446.2	5,130.4
1985	434.4	1,129.0	..	154.8	1,717.9	3,661.4	5,379.4
1986(e)	482.2	1,151.3	..	157.2	1,790.5	3,845.7	5,636.2
1987	442.6	1,158.8	..	156.7	1,757.9	3,989.7	5,747.5
1988	431.7	1,152.6	..	155.5	1,739.8	4,198.9	5,938.7
1989	420.5	1,154.8	..	157.0	1,732.3	4,408.5	6,140.8

(a) The Northern Territory attained self-government on 1 July 1978. Employees of the Public Service of the Northern Territory are included in the category Commonwealth Government for periods prior to this date. From July 1983 Northern Territory Government employees are included in State Government estimates. (b) Excludes members of permanent defence forces and employees of overseas embassies, consulates, etc. (c) The private employment series based on payroll tax data was suspended after April 1980 pending the introduction of the quarterly Survey of Employment and Earnings in the September quarter 1983. (d) Public sector employment was derived from various administrative sources up until the introduction of the quarterly Survey of Employment and Earnings. Data for June 1983 are provided on old and new bases for comparison. (e) Includes temporary Population Census employees.

Source: *Civilian Employees, Australia, June 1966 to June 1979 (6214.0); Civilian Employees, Australia (6213.0); Employed Wage and Salary Earners, Australia (6248.0)*.

TABLE 3.16. EMPLOYED WAGE AND SALARY EARNERS : FULL-TIME AND PART-TIME, INDUSTRY AND SECTOR, AUSTRALIA

Industry/Sector	Number of employees ('000)					
	May 1988			May 1989		
	Males	Females	Persons	Males	Females	Persons
FULL-TIME						
<i>Industry—</i>						
Mining	75.6	7.0	82.5	73.7	6.6	80.4
Manufacturing	738.7	225.9	964.6	735.8	239.6	975.3
Electricity, gas and water	114.1	12.4	126.5	108.4	12.0	120.4
Construction	232.7	29.0	261.6	248.3	30.4	278.8
Wholesale trade	256.4	89.8	346.2	264.4	100.4	364.7
Retail trade	284.5	185.4	469.9	290.9	195.8	486.7
Transport and storage	216.7	43.3	260.0	223.6	49.8	273.4
Communication	97.8	26.8	124.6	92.9	28.4	121.2
Finance, property and business services	301.9	270.5	572.4	312.1	296.9	609.0
Public administration and defence(a)	188.6	96.6	285.2	184.3	94.5	278.8
Community services	366.5	467.3	833.8	380.5	478.1	858.6
Recreation, personal and other services(b)	101.5	86.9	188.4	108.9	88.7	197.6
Total all industries(c)	2,981.3	1,542.0	4,523.3	3,029.6	1,622.3	4,651.9
<i>Sector—</i>						
Private	2,034.5	1,010.2	3,044.7	2,108.3	1,086.3	3,194.6
Public(c)	946.7	531.8	1,478.5	921.4	536.0	1,457.3
PART-TIME						
<i>Industry—</i>						
Mining	1.8	1.4	3.2	1.6	1.1	2.7
Manufacturing	29.3	59.4	88.7	29.6	57.7	87.3
Electricity, gas and water	0.5	1.4	1.8	0.9	1.7	2.6
Construction	14.9	13.3	28.3	13.7	14.3	28.1
Wholesale trade	17.7	33.3	51.1	19.4	34.5	53.9
Retail trade	102.3	255.4	357.7	108.7	275.1	383.8
Transport and storage	19.7	10.3	30.0	20.9	16.5	37.4
Communication	2.4	4.3	6.7	2.0	4.9	6.9
Finance, property and business services	45.1	117.2	162.2	44.1	116.8	160.9
Public administration and defence(a)	7.0	27.1	34.0	8.1	30.3	38.4
Community services	69.7	346.4	416.1	73.9	357.6	431.5
Recreation, personal and other services(b)	87.4	163.4	250.8	91.5	175.3	266.7
Total all industries(c)	398.0	1,033.2	1,431.2	414.4	1,086.1	1,500.5
<i>Sector—</i>						
Private	339.0	826.1	1,165.2	254.3	873.9	1,228.2
Public(c)	59.0	207.1	266.0	60.1	212.2	272.3

(a) Excludes members of permanent defence forces and employees of overseas embassies, consulates, etc. (b) Excludes private households employing staff. (c) Includes employees of government agencies classified to agriculture, forestry, fishing and hunting.

Source: *Employed Wage and Salary Earners, Australia* (6248.0).

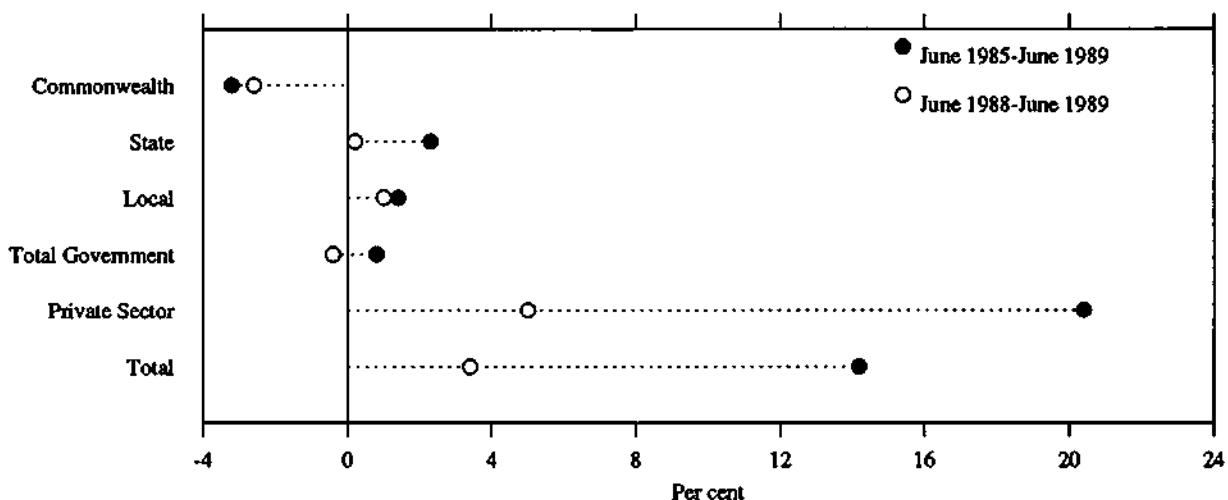
TABLE 3.17. EMPLOYED WAGE AND SALARY EARNERS : FULL-TIME AND PART-TIME(a), AUSTRALIA

State/Territory	Number of employees ('000)					
	May 1988			May 1989		
	Males	Females	Persons	Males	Females	Persons
FULL-TIME						
New South Wales	1,054.5	560.2	1,614.7	1,041.4	572.3	1,613.7
Victoria	826.1	441.7	1,267.8	839.3	468.1	1,307.4
Queensland	430.7	212.7	643.4	476.8	238.2	715.0
South Australia	247.7	108.6	356.4	248.9	116.3	365.2
Western Australia	264.4	129.1	393.5	261.2	136.0	397.2
Tasmania	74.8	33.5	108.3	75.8	33.5	109.3
Northern Territory	25.9	16.8	42.7	28.2	17.9	46.1
Australian Capital Territory	57.1	39.5	96.6	58.1	39.9	98.0
Australia	2,981.3	1,542.0	4,523.3	3,029.6	1,622.3	4,651.9
PART-TIME						
New South Wales	153.1	347.9	501.0	151.0	362.7	513.7
Victoria	99.1	285.5	384.6	108.3	295.2	403.5
Queensland	60.3	139.5	199.7	67.2	161.0	228.2
South Australia	34.4	101.9	136.3	39.0	108.7	147.7
Western Australia	29.9	98.4	128.3	28.9	98.2	127.1
Tasmania	9.9	31.4	41.3	10.2	32.2	42.4
Northern Territory	3.2	7.1	10.3	3.1	8.5	11.5
Australian Capital Territory	8.2	21.6	29.8	6.7	19.7	26.4
Australia	398.0	1,033.2	1,431.2	414.4	1,086.1	1,500.5

(a) Includes employees of government agencies classified to agriculture, forestry, fishing and hunting.

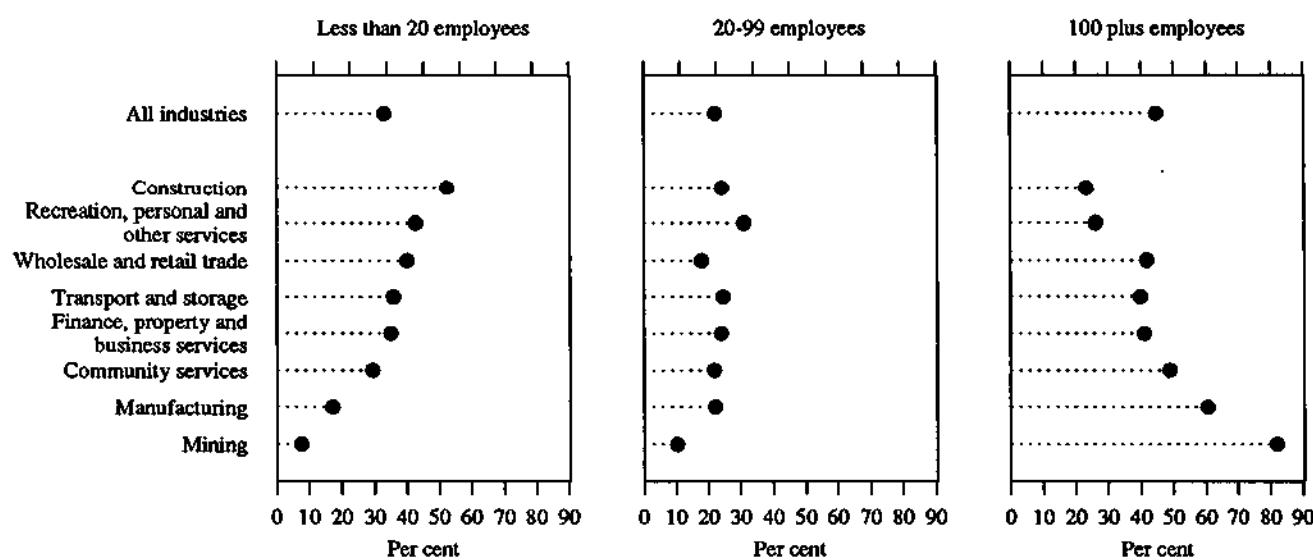
Source: *Employed Wage and Salary Earners, Australia* (6248.0).

CHART 3.4. EMPLOYED WAGE AND SALARY EARNERS: PERCENTAGE GROWTH IN EACH SECTOR, AUSTRALIA



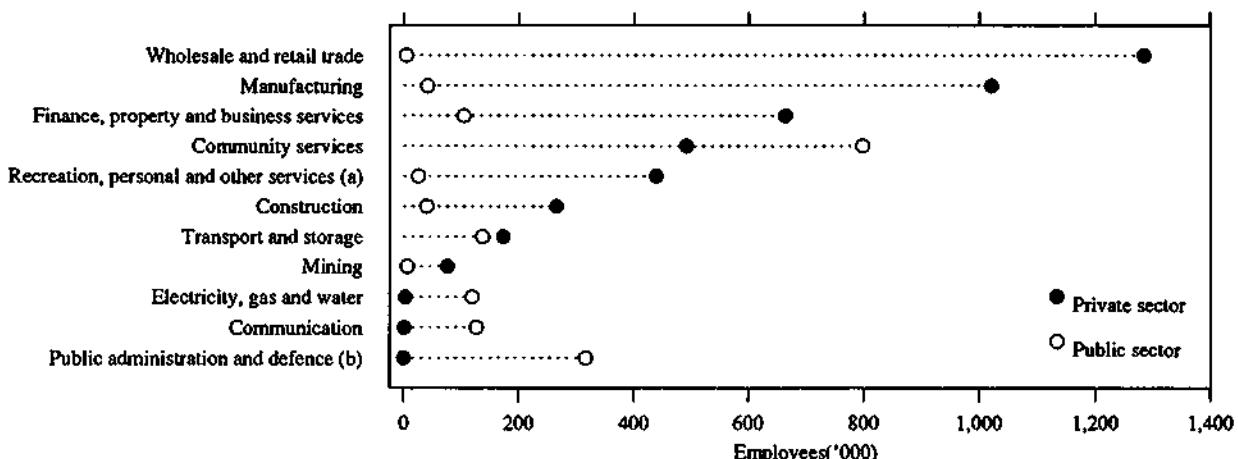
Source: *Employed Wage and Salary Earners, Australia* (6248.0).

CHART 3.5. EMPLOYED WAGE AND SALARY EARNERS: PROPORTION OF EMPLOYEES BY EMPLOYER UNIT SIZE, PRIVATE SECTOR AND INDUSTRY, AUSTRALIA, MAY 1989



Source: *Employed Wage and Salary Earners, Australia* (6248.0).

CHART 3.6. EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY AND SECTOR, AUSTRALIA, MAY 1989



(a) Excludes private households employing staff. (b) Excludes members of the permanent defence forces and employees of overseas embassies, consulates, etc.

Source: *Employed Wage and Salary Earners, Australia* (6248.0).

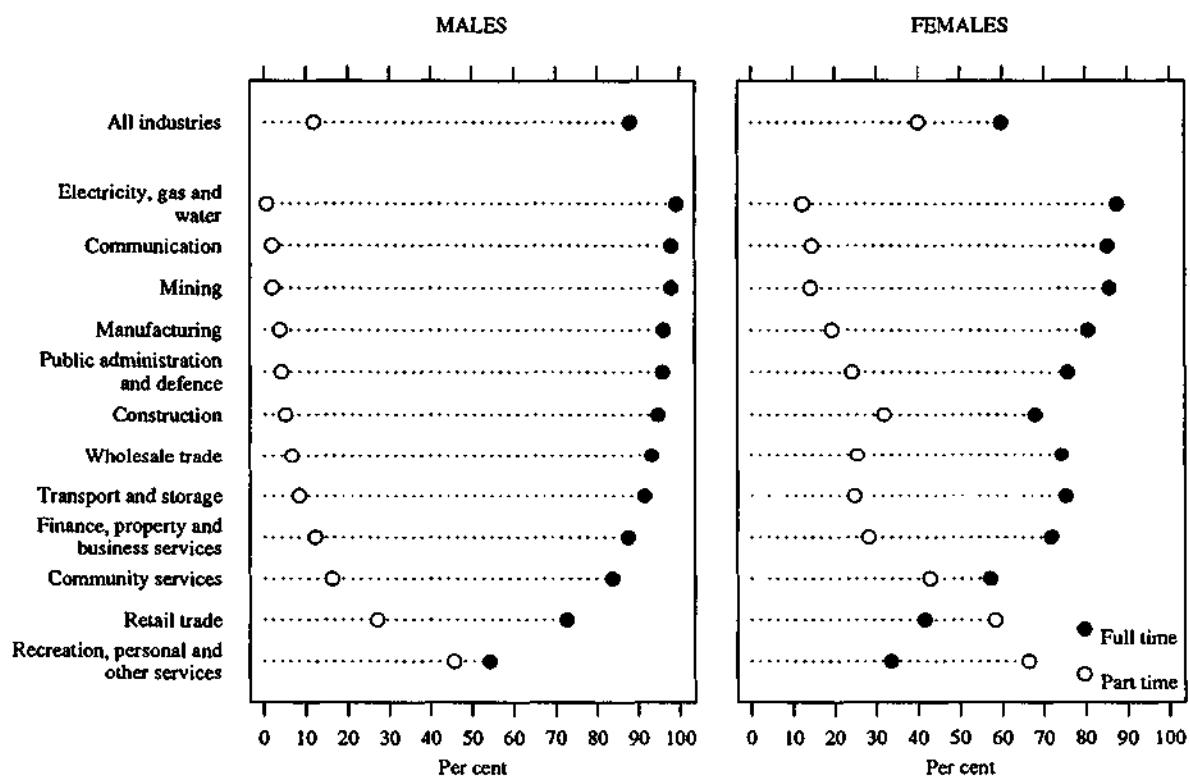
TABLE 3.18. EMPLOYED WAGE AND SALARY EARNERS : SECTOR AND INDUSTRY, AUSTRALIA, MAY 1989
('000)

Industry	Public sector		Private sector		Total		
	Males	Females	Males	Females	Males	Females	Persons
Mining	6.6	0.3	68.7	7.4	75.3	7.7	83.0
Manufacturing	35.5	6.0	729.8	291.4	765.3	297.3	1,062.7
Electricity, gas and water	106.2	13.0	3.1	0.7	109.3	13.7	123.0
Construction	36.1	4.7	225.9	40.1	262.1	44.8	306.8
Wholesale and retail trade	2.6	1.6	680.8	604.2	683.3	605.8	1,289.1
Transport and storage	119.5	17.6	125.0	48.7	244.5	66.2	310.8
Communication	94.3	32.6	0.5	0.7	94.8	33.3	128.1
Finance, property and business services	45.6	59.6	310.5	354.1	356.1	413.7	769.8
Public administration and defence(a)	192.4	124.8	..	..	192.4	124.8	317.2
Community services	323.9	473.9	130.4	361.8	454.4	835.7	1,290.1
Health	78.9	212.5	40.4	192.6	119.3	405.1	524.4
Education, museum and library services	157.1	223.4	28.6	79.9	185.7	303.3	488.9
Welfare and religious institutions	6.7	14.7	27.9	62.2	34.5	76.8	111.4
Other community services	81.3	23.3	33.6	27.1	114.8	50.4	165.3
Recreation, personal and other services(b)	12.5	12.8	187.9	251.2	200.4	264.0	464.4
All Industries(c)	981.4	748.2	2,462.6	1,960.2	3,444.0	2,708.4	6,152.4

(a) Excludes members of permanent defence forces and employees of overseas embassies, consulates, etc. (b) Excludes private households employing staff. (c) Includes, for the public sector, 6,100 males and 1,400 females in agriculture, forestry, fishing and hunting; similar data for the private sector are not collected.

Source: *Employed Wage and Salary Earners, Australia* (6248.0).

CHART 3.7. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME AND PART-TIME EMPLOYEES AS A PERCENTAGE OF TOTAL, BY INDUSTRY, AUSTRALIA, MAY 1989



Source: *Employed Wage and Salary Earners, Australia* (6248.0).

Mutiple Jobholders

The incidence of multiple jobholding has increased over the last ten years from 2.7 per cent of the labour force in August 1977 to 3.4 per cent of the labour force in August 1987.

The proportions of multiple jobholders in the labour force have particularly increased over the decade for those whose main job was in Community services (1.6 percentage points) or Public administration and defence (1.5 percentage points). In contrast, persons whose main job was in the Transport industry were less likely to have a second job in August 1987 (a drop of 0.9 percentage points over the ten year period).

There were 261,200 multiple jobholders in August 1987 of whom 55.5 per cent were male. About two thirds of multiple jobholders were married. Close to half (46.5%) of married multiple jobholders were either self-employed or employers in one of their jobs while 74.9 per cent of not-married multiple jobholders were employees in both jobs.

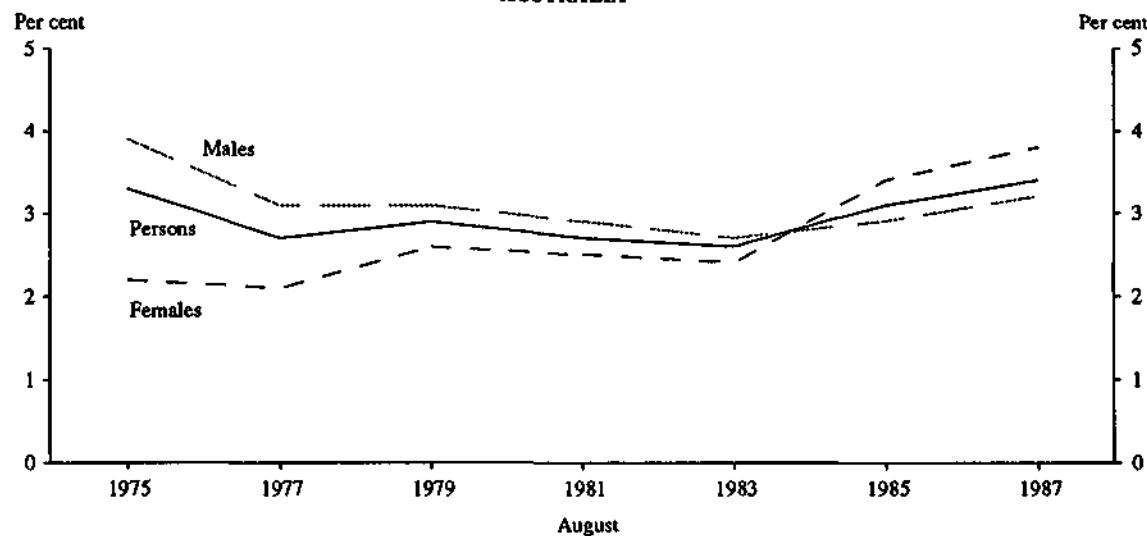
In the Recreation, personal and other services industry, 12.1 per cent of all jobs were second jobs of multiple jobholders. A high figure (8.3%) was also recorded in Agriculture, forestry, fishing and hunting.

About thirty per cent of multiple jobholders worked in the same industry division in both their main and second job. Some 27.7 per cent of multiple jobholders were employed in Community services in their main job.

Some 28.4 per cent of female multiple jobholders worked as clerks in their main job compared with 9.5 per cent of male multiple jobholders in this occupation group. The Professional occupations were the main job for 24.4 per cent of male multiple jobholders.

In their second job, close to one in four male multiple jobholders worked in a Professional occupation and one in five worked as Labourers or related workers. About 30 per cent of female multiple jobholders worked as salespersons or Personal services workers in their second job and one in five worked as Professionals (20.6%) or Clerks (20.7%).

**CHART 3.8. MULTIPLE JOBHOLDERS AS A PROPORTION OF THE LABOUR FORCE,
AUSTRALIA**



Source: *Multiple Jobholding, Australia, August 1987* (6216.0).

**TABLE 3.19. MULTIPLE JOBHOLDERS : SECOND JOB AS A PROPORTION OF TOTAL JOBS BY INDUSTRY,
AUSTRALIA, AUGUST 1975 TO AUGUST 1987
(per cent)**

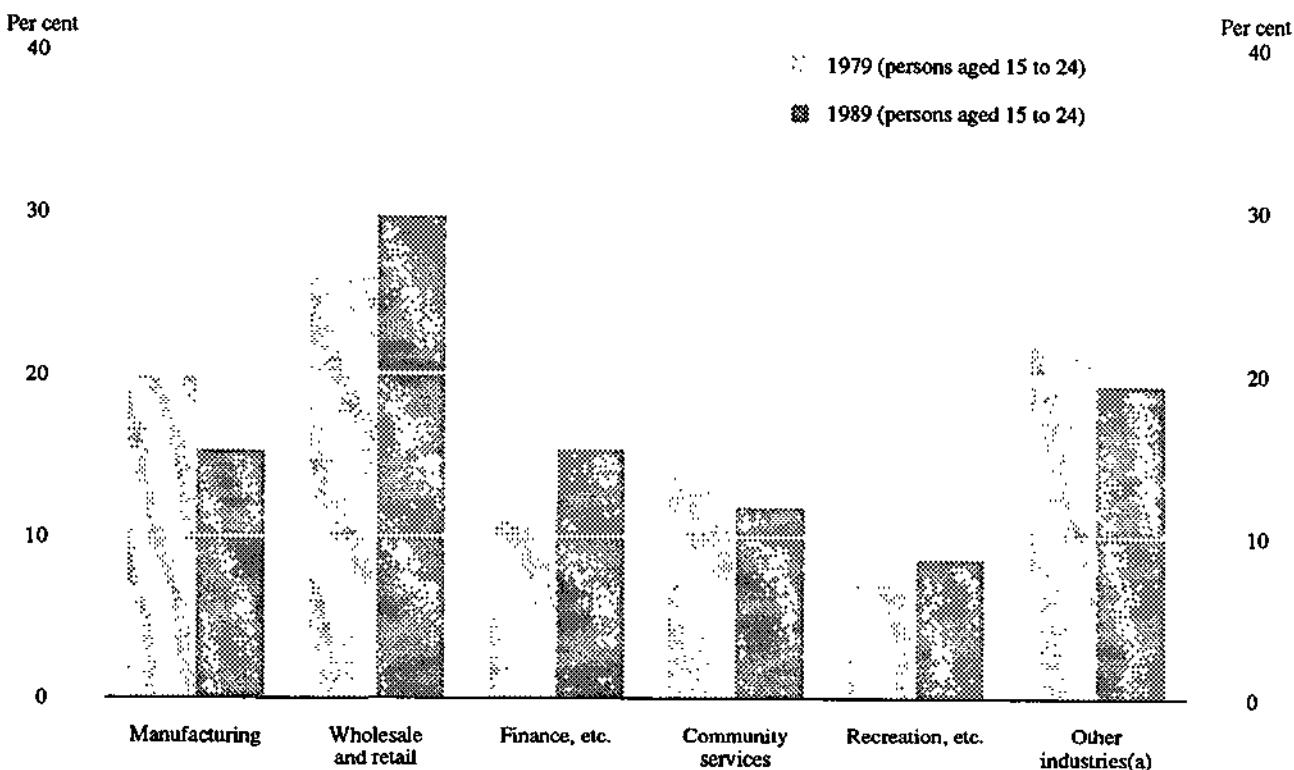
Industry	August 1975	August 1977	August 1979	August 1981	August 1983	August 1985	August 1987		
							Males	Females	Persons
Agriculture, forestry, fishing and hunting	7.4	6.9	7.0	6.8	6.3	7.3	8.3	6.9	7.9
Manufacturing	1.3	0.9	0.8	0.6	0.9	0.9	1.2	1.6	1.3
Construction	1.7	1.2	1.6	1.3	1.4	1.6	1.6	5.0	2.0
Wholesale and retail trade	2.7	2.1	2.4	2.3	2.8	3.0	2.9	3.7	3.2
Transport and storage	2.2	2.2	2.2	2.3	1.6	1.5	1.7	3.6	2.0
Finance, property and business services	4.3	3.3	2.6	2.8	2.6	2.5	3.9	2.7	3.4
Community services	4.0	3.5	3.2	3.7	3.8	4.0	4.8	4.6	4.7
Recreation, personal and other services	12.2	10.4	13.4	8.3	8.9	11.1	16.0	9.0	12.1
Other	0.8	n.a.	0.8	0.7	0.5	0.9	0.9	1.6	1.1
Total	3.3	2.8	3.0	2.7	2.8	3.2	3.4	4.1	3.7

Source: *Multiple Jobholding, Australia, August 1987* (6216.0).

Transition from Education to Work

In May 1989, there were 234,000 persons aged 15 to 24 who had left full-time education at some time in the previous year and who were currently employed. Of these, 199,900 were employed full-time. Some 69,600 (30%) of all leavers from full-time education were employed in the wholesale and retail trade industry. Employment in this industry accounted for 36 per cent of employment for those who had left school. Males were estimated to account for 124,800 (53%) of those aged 15 to 24 who had left full-time education.

CHART 3.9. EMPLOYED LEAVERS BY INDUSTRY, AUSTRALIA



(a) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; Construction; Transport and storage; Communication; and Public administration and defence.

Source: *Transition from Education to Work, Australia, May 1989* (6227.0).

TABLE 3.20. EMPLOYED LEAVERS AGED 15 TO 64 : TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL-TIME IN 1988, INDUSTRY AND WHETHER FULL-TIME OR PART-TIME WORKERS, AUSTRALIA, MAY 1989 ('000)

<i>Industry</i>	<i>Attended school in 1988</i>			<i>Attended tertiary in 1988</i>			<i>Total</i>		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Full-time and part-time workers</i>									
Full-time workers	79.8	54.6	134.5	49.5	45.7	95.2	129.3	100.4	229.7
Part-time workers	9.2	14.6	23.8	* 2.9	12.8	15.7	12.1	27.4	39.5
Total	89.0	69.2	158.2	52.4	58.5	110.9	141.4	127.7	269.2

(a) Comprises Mining; Electricity, gas and water; Communication; and Public administration and defence.

Source: *Transition from Education to Work, Australia, May 1989* (6227.0).

TABLE 3.21. APPRENTICES : YEAR OF APPRENTICESHIP BY SUMMARY OF CHARACTERISTICS, AUSTRALIA, MAY
1989
('000)

	<i>First</i>	<i>Second</i>	<i>Third</i>	<i>Fourth(a)</i>	<i>Total</i>
<i>State—</i>					
New South Wales	19.9	18.7	12.0	11.7	62.3
Victoria	15.7	14.3	10.2	12.0	52.3
Queensland	8.2	3.9	5.0	4.7	21.7
South Australia	3.8	4.1	3.5	* 2.8	14.3
Western Australia	6.0	* 3.4	* 3.2	* 2.1	14.7
Tasmania	* 1.6	* 1.8	* 1.1	* 0.8	5.4
Northern Territory	* 0.5	* 0.6	* 0.8	* 0.3	* 2.3
Australian Capital Territory	* 0.4	* 0.7	* 1.1	* 0.4	* 2.5
<i>Age—</i>					
15-19	47.9	40.2	25.1	10.6	123.8
15-17	31.0	15.1	* 2.2	* 0.0	48.3
18	12.4	16.8	11.1	* 2.0	42.2
19	4.5	8.3	11.9	8.6	33.3
20-24	5.7	6.0	11.1	23.7	46.5
25-34	* 2.4	* 1.4	* 0.8	* 0.5	5.2
<i>Birthplace—</i>					
Born in Australia	50.9	45.2	33.4	31.9	161.5
Born outside Australia	5.2	* 2.3	3.6	* 2.9	14.0
<i>Whether attended an educational institution and type of institution attended in 1988—</i>					
Attended	39.5	40.6	29.8	29.0	138.9
School	34.8	* 2.0	* 0.0	* 0.0	36.7
Tertiary	4.7	38.7	29.8	29.0	102.2
Did not attend	16.5	7.0	7.3	5.8	36.6
<i>Age at time of leaving full-time education—</i>					
Attending full-time in May 1989	* 1.7	3.5	* 1.6	* 0.8	7.7
Not attending full-time in May 1989	51.9	42.6	34.6	33.5	162.6
Left when aged —					
15-19	51.3	42.0	33.5	32.0	158.8
15	10.0	9.9	6.3	5.5	31.8
16	21.2	16.8	14.0	16.8	68.8
17-19	20.1	15.3	13.2	9.7	58.3
Other(b)	* 0.6	* 0.7	* 1.0	* 1.5	3.8
Not asked(c)	* 2.4	* 1.4	* 0.8	* 0.5	5.2
<i>Type of school last attended—</i>					
Government/State	45.5	38.8	29.8	28.3	142.3
Non-government	7.5	7.3	6.4	6.0	27.2
Not asked(d)	* 3.1	* 1.5	* 0.8	* 0.5	5.9
<i>Industry—</i>					
Manufacturing	16.6	13.3	11.0	8.0	49.0
Construction	12.7	8.6	6.2	7.3	34.8
Wholesale and retail trade	11.9	11.7	10.0	10.0	43.7
Recreation, personal and other services	7.7	5.4	4.4	4.2	21.7
Other(e)	7.1	8.5	5.4	5.2	26.2
<i>Sector—</i>					
Public	5.3	5.5	4.2	3.8	18.8
Private(f)	50.8	42.0	32.9	31.0	156.7
Total	56.1	47.6	37.0	34.8	175.5

(a) Includes a small number of fifth year apprentices. (b) Comprises persons who left school at age 10 to 14 or 20 to 34. (c) Persons aged 25 to 34 who were not full-time students in 1988 were not asked the age at which they left full-time education. (d) Comprises persons aged 25 to 34 and persons who had never attended school. (e) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; Transport and storage; Communication; Finance, property and business services; Community services; and Public administration and defence. (f) Includes a small number of persons for whom sector could not be determined.

Source: *Transition from Education to Work, Australia, May 1989* (6227.0).

Underemployed Workers

In May 1988 there were 7,326,100 employed persons aged 15 and over. Of these, 96.4 per cent (7,065,000) were fully employed and 3.6 per cent (261,100) were underemployed.

Most of those underemployed workers (90.5%) were part-time workers who indicated that they would prefer to work more hours. The remaining 9.5 per cent were full-time workers who did not work full-time hours in the reference week due to economic reasons.

Approximately one in four males who worked part-time were underemployed, compared with one in seven females who worked part-time. For both males and females, one in twenty-five full-time workers were underemployed. Post-school qualifications had been obtained by over 36 per cent of these persons.

More than half of the underemployed persons at the time of the survey had been so for 13 weeks or longer. However, the average duration of underemployment was lower than that for unemployment — 46.8 weeks and 49.4 weeks respectively.

Of underemployed part-time workers, more than 60 per cent reported that they would like to work less than 20 extra hours and more than half expressed a preference to change occupation to work more hours. Over 40 per cent reported that they would prefer to change employer to work more hours. A further 41 per cent preferred to work more hours for the same employer.

TABLE 3.22. CIVILIAN POPULATION AGED 15 AND OVER : LABOUR FORCE STATUS, WHETHER FULLY EMPLOYED OR UNDEREMPLOYED PERSONS, AND TYPE OF UNDEREMPLOYMENT, AUSTRALIA, MAY 1985 AND MAY 1988

	<i>May 1985</i>			<i>May 1988</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
—'000—						
Persons aged 15 and over	5,868.0	6,059.3	11,927.4	6,243.2	6,445.9	12,689.1
Not in the labour force	1,424.0	3,263.5	4,687.4	1,544.6	3,226.5	4,771.1
In the labour force	4,444.0	2,795.9	7,239.9	4,698.6	3,219.4	7,918.0
Unemployed	361.8	245.9	607.7	327.9	263.9	591.9
Employed	4,028.3	2,550.0	6,632.3	4,370.6	2,955.5	7,326.1
Fully employed	4,005.2	2,400.3	6,405.5	4,280.2	2,784.9	7,065.0
Part-time	197.4	808.5	1,005.8	239.1	996.5	1,235.6
Full-time	3,807.9	1,591.9	5,399.7	4,041.1	1,788.4	5,829.5
Underemployed	77.1	149.7	226.7	90.5	170.6	261.1
Part-time	58.5	141.1	199.6	72.7	163.6	236.3
Had been looking for work with more hours(a) or were available to start such work within four weeks	..	..	..	63.6	143.8	207.4
Had been looking for work with more hours(a) and were available to start such work within four weeks	31.0	59.8	90.8	46.5	83.6	130.1
Had been looking for work with more hours(a) but were not available to start such work within four weeks	..	..	..	*1.5	*2.9	4.4
Had not been looking for work with more hours(a) but were available to start such work within four weeks	..	..	..	15.6	57.2	72.8
Had not been looking for work with more hours(a) and were not available to start such work within four weeks	..	..	..	9.0	19.9	28.9
Full-time	18.5	8.6	27.1	17.8	7.0	24.8
—per cent—						
Unemployment rate	8.1	8.8	8.4	7.0	8.2	7.5
Underemployment rate	1.7	5.4	3.1	1.9	5.3	3.3
Underutilisation rate	9.9	14.1	11.5	8.9	13.5	10.8

(a) At some time during the four weeks up to the end of survey week.

Source: *Underemployed Workers, Australia, May 1988* (6265.0).

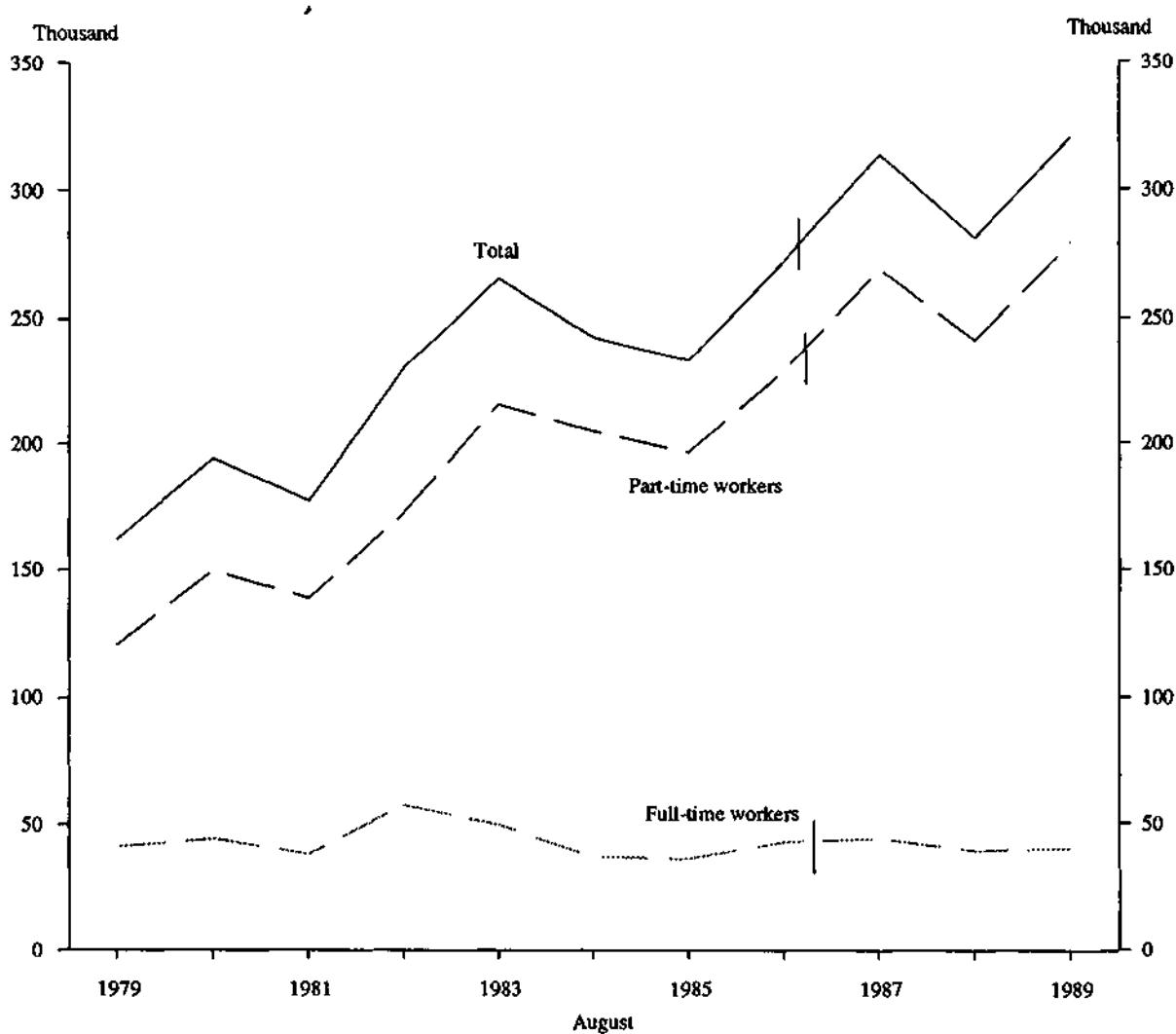
TABLE 3.23. UNDEREMPLOYMENT AND UNDEREMPLOYMENT RATES, AUSTRALIA, AUGUST 1979 TO AUGUST 1989

August	Males	Females	Persons	Underemployment rate		
				— per cent —		
				Males	Females	Persons
— '000 —				— per cent —		
1979	73.2	88.7	161.9	1.8	3.8	2.5
1980	82.9	111.5	194.4	2.0	4.5	2.9
1981	76.0	101.2	177.3	1.8	4.1	2.6
1982	101.8	128.6	230.4	2.4	5.1	3.4
1983	114.0	151.8	265.9	2.6	5.9	3.8
1984	98.5	144.3	242.8	2.2	5.4	3.4
1985	87.9	145.3	233.2	2.0	5.2	3.2
1986(a)	106.9	165.6	272.5	2.3	5.6	3.6
1987	123.6	190.5	314.0	2.7	6.2	4.1
1988	105.9	175.5	281.5	2.3	5.5	3.6
1989	114.9	206.2	321.1	2.4	6.1	3.9

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *Employment, Underemployment and Unemployment, Australia* (6246.0); *The Labour Force, Australia* (6203.0).

CHART 3.10. UNDEREMPLOYMENT, FULL-TIME AND PART-TIME STATUS, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986.
See Technical Notes for further information.

Source: *Employment, Underemployment and Unemployment, Australia, 1966-1983* (6246.0); *The Labour Force, Australia* (6203.0).

TABLE 3.24. EMPLOYED PERSONS : COMPARATIVE PROFILE OF UNDEREMPLOYED AND FULLY EMPLOYED,
AUSTRALIA, MAY 1988

	Underemployed workers			Fully employed workers		
	Males —'000—	Females —'000—	Persons (per cent)	Males —'000—	Females —'000—	Persons (per cent)
<i>Age group—</i>						
15-19	20.2	30.1	50.3	19.2	312.0	606.8
20-24	16.5	24.0	40.5	15.5	512.5	921.4
25-34	18.8	46.8	65.6	25.1	1,184.1	1,934.2
35-44	14.0	46.2	60.3	23.1	1,086.1	1,822.4
45 and over	21.0	23.5	44.5	17.0	1,185.4	1,780.1
<i>Family status—</i>						
Member of a family	67.8	146.2	214.0	82.0	3,551.8	5,851.9
Husband or wife	37.1	90.2	127.3	48.7	2,752.0	4,389.4
With dependants present	21.5	66.3	87.8	33.6	1,747.0	2,699.1
Without dependants present	15.6	23.9	39.5	15.1	1,005.1	1,690.3
Not-married family head	*2.4	16.9	19.3	7.4	68.4	226.7
Full-time student aged 15-24(a)	6.6	9.4	16.0	6.1	82.1	186.0
Other child/relative of family head	21.8	29.7	51.5	19.7	649.2	1,049.7
Not a member of a family	16.5	16.9	33.4	12.8	563.2	919.9
Family status not determined	6.2	7.6	13.7	5.3	165.2	293.3
<i>Birthplace and period of arrival—</i>						
Born in Australia	68.7	132.2	200.9	76.9	3,119.4	5,220.8
Born outside Australia	21.8	38.5	60.3	23.1	1,160.7	1,844.2
Arrived before 1971	13.8	19.1	32.8	12.6	658.8	1,010.6
Arrived 1971-1988	8.0	19.4	27.4	10.5	502.0	833.6
Born in main English-speaking countries(b)	9.7	19.0	28.7	11.0	506.8	833.5
Born in other countries	12.1	19.5	31.6	12.1	654.0	1,010.7
<i>Industry—</i>						
Agriculture, forestry, fishing and hunting	7.0	7.4	14.4	5.5	277.3	389.6
Manufacturing	10.5	8.8	19.2	7.4	861.3	1,166.3
Construction	12.4	5.1	17.5	6.7	441.4	507.2
Wholesale and retail trade	19.6	45.9	65.5	25.1	823.4	1,451.1
Finance, property and business services	7.4	15.3	22.7	8.7	423.3	784.9
Community services	9.0	43.5	52.5	20.1	445.8	1,237.0
Recreation, personal and other services	18.1	36.4	54.5	20.9	213.5	473.5
Other	6.5	8.3	14.7	5.6	794.1	1,055.5
<i>Occupation—</i>						
Manager and administrators	*1.3	*3.4	4.7	1.8	620.0	806.6
Professionals	6.7	13.2	19.9	7.6	545.4	881.8
Para-professionals	*2.1	5.8	7.9	3.0	247.9	427.6
Tradespersons	15.0	4.5	19.5	7.5	1,028.8	1,134.4
Clerks	*2.7	31.4	34.1	13.1	300.6	1,247.9
Salespersons and personal service workers	12.9	64.3	77.2	29.6	371.0	584.6
Plant and machine operators, and drivers	8.5	4.1	12.5	4.8	467.5	955.6
Labourers and related workers	41.3	43.9	85.2	32.6	699.0	1,043.7
<i>Status of worker—</i>						
Employers/self-employed	19.3	17.9	37.2	14.2	726.4	1,044.0
Wage and salary earners(c)	71.2	152.7	223.9	85.8	3,553.7	6,021.1
Total	90.5	170.6	261.1	100.0	4,280.2	7,065.0

(a) Excludes persons aged 20 to 24 attending school. (b) Comprises United Kingdom and Ireland, Canada, South Africa, U.S.A. and New Zealand. (c) Includes unpaid family helpers.

Source: *Underemployed Workers, Australia, May 1988* (6265.0).

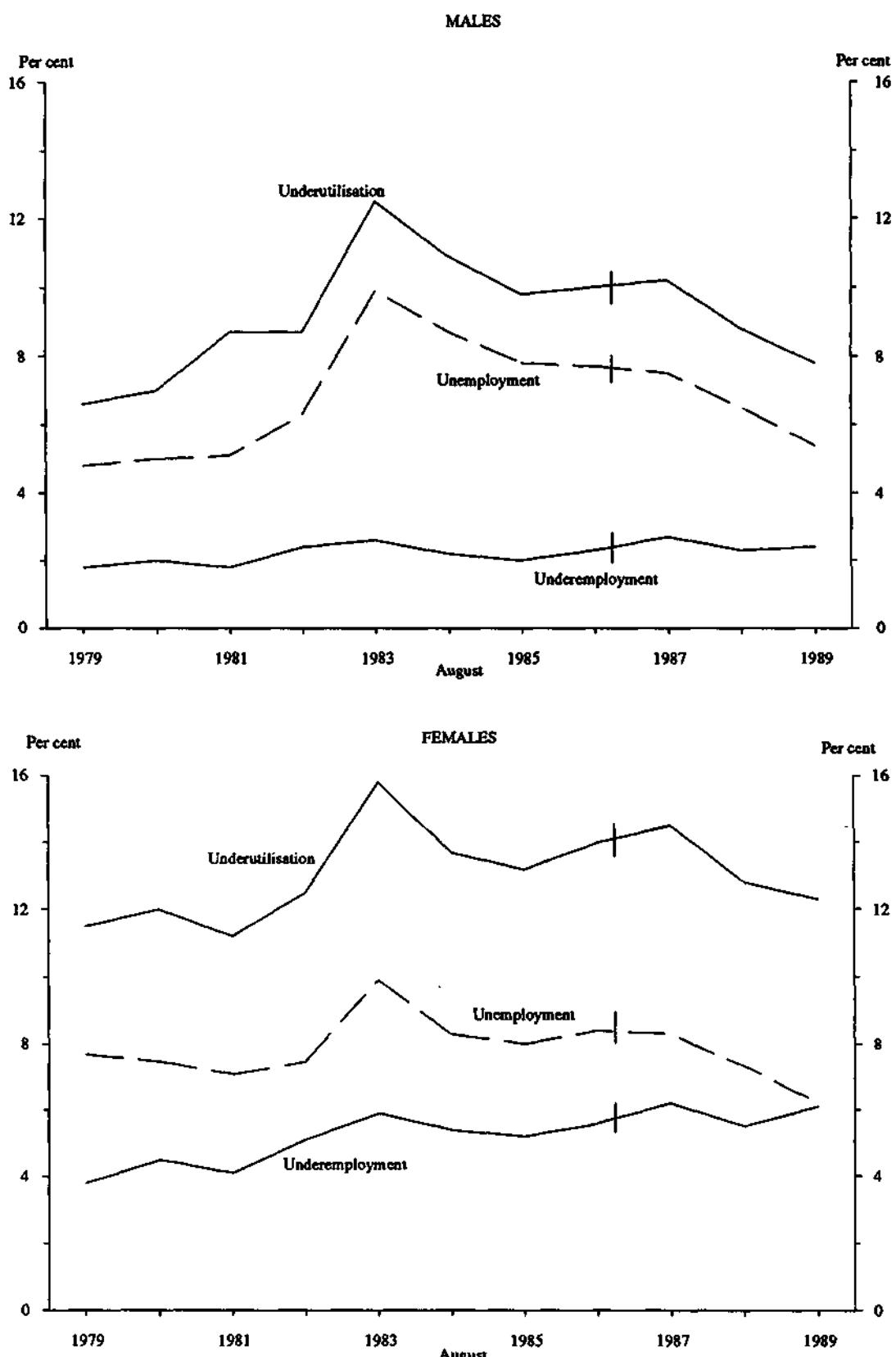
TABLE 3.25. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS : SUMMARY OF CHARACTERISTICS AND PREFERRED NUMBER OF EXTRA HOURS, AUSTRALIA, MAY 1988

	Preferred number of extra hours				Total	Average preferred number of extra hours (hours)
	Less than 10	10-19	20-29	30 or more		
	'000					
Males	10.3	20.9	18.9	13.5	63.6	20.0
Females	34.3	65.6	32.6	11.2	1,453.8	15.5
<i>Age group—</i>						
15-19	13.1	14.1	10.0	6.5	43.8	16.9
20-24	4.4	13.1	10.0	5.8	33.2	19.3
25-34	10.1	20.5	14.7	5.7	50.9	17.4
35-44	10.3	22.7	9.7	*3.6	46.3	15.1
45 and over	6.8	16.1	7.2	*3.1	33.3	16.1
<i>Family status—</i>						
Member of a family	38.7	70.3	39.1	19.9	168.0	16.6
Husband or wife	22.5	44.9	20.1	7.7	95.2	15.5
With dependants present	16.3	30.5	13.8	5.2	65.8	15.2
Without dependants present	6.2	14.4	6.3	*2.5	29.4	16.1
Not-married family head	*3.0	6.5	5.6	*1.7	16.7	17.5
Full-time student aged 15-24(b)	9.1	*1.9	*0.2	*1.6	12.8	10.6
Other child/relative of family head	4.1	17.1	13.3	8.9	43.3	20.4
Not a member of a family	5.4	10.4	8.4	*3.2	27.3	17.7
Family status not determined	*0.6	5.8	4.0	*1.7	12.1	19.3
<i>Birthplace and period of arrival—</i>						
Born in Australia	36.4	65.2	39.4	20.4	161.3	16.9
Born outside Australia	8.2	21.4	12.1	4.3	46.1	16.9
Arrived before 1971	4.0	9.7	7.5	*2.9	24.1	18.0
Arrived 1971-1988	4.3	11.7	4.6	*1.4	22.0	15.7
Born in main English-speaking countries(c)	4.8	12.7	4.3	*2.5	24.4	16.1
Born in other countries	*3.4	8.7	7.8	*1.8	21.7	17.7
<i>Usual number of hours worked—</i>						
1-5	11.1	11.4	*3.4	9.4	35.4	18.0
6-10	6.5	14.2	9.4	13.8	43.9	21.3
11-15	6.7	8.2	16.3	*0.6	31.9	17.5
16-20	*3.4	20.4	20.8	*0.3	45.0	17.2
21-29	5.6	24.5	*0.5	*0.4	31.0	13.0
30-34	11.2	7.8	*1.1	*0.1	20.3	9.3
<i>Whether would move interstate if offered a suitable job—</i>						
Would move interstate	6.8	16.2	13.0	8.1	44.2	19.4
Would not move interstate	35.2	63.5	32.9	13.9	145.4	15.8
Might move interstate	*2.6	6.9	5.6	*2.7	17.8	19.3
<i>Whether would move intrastate if offered a suitable job—</i>						
Would move intrastate	10.0	23.1	19.1	11.1	63.4	19.2
Would not move intrastate	30.1	53.0	26.7	11.0	120.9	15.6
Might move intrastate	4.5	10.4	5.6	*2.6	23.2	17.0
<i>Main difficulty in finding work—</i>						
Considered too young or too old by employers	*2.9	6.0	6.2	5.1	20.2	21.1
Unsuitable hours	*3.0	6.0	*1.2	*0.4	10.6	14.1
Lacked necessary skills/education	*0.4	4.9	4.9	*1.8	11.9	20.2
Insufficient work experience	*1.3	4.6	*3.0	*1.5	10.4	18.5
No vacancies in line of work	4.6	11.3	9.1	5.3	30.3	19.3
No vacancies at all	*1.9	8.5	5.8	*2.7	19.0	19.0
Other difficulties	4.8	9.1	7.7	*3.8	25.4	18.1
No difficulties at all	*1.4	*2.5	*1.6	*1.2	6.8	17.8
Had not been looking for work with more hours	24.2	33.6	12.1	*2.9	72.8	13.3
<i>Whether registered with the CES—</i>						
Registered	8.1	22.8	25.6	14.0	70.5	20.7
Not registered	12.3	30.1	13.9	7.8	64.1	16.8
Had not been looking for work with more hours	24.2	33.6	12.1	*2.9	72.8	13.3
<i>Duration of current period of underemployment (weeks)—</i>						
1 and under 4	4.1	9.6	5.0	*3.8	22.6	18.0
4 and under 13	16.6	22.1	12.6	7.2	58.5	16.0
13 and under 52	12.5	31.4	16.6	6.7	67.2	16.8
52 and over	11.4	23.4	17.4	7.0	59.2	17.4
Total	44.6	86.5	51.5	24.7	207.4	16.9
				—weeks—		
<i>Average duration of current period of underemployment</i>	40.4	50.3	52.6	52.5	49.0	..
<i>Median duration of current period of underemployment</i>	13	18	20	17	18	..

(a) At some time during the four weeks up to the end of reference week. (b) Excludes persons aged 20 to 24 attending school. (c) Comprises United Kingdom and Ireland, Canada, South Africa, U.S.A. and New Zealand.

Source: Underemployed Workers, Australia, May 1988 (6265.0).

CHART 3.11. UNDERUTILISATION (a), UNDEREMPLOYMENT AND UNEMPLOYMENT RATES



(a) Underutilisation consists of the unemployed plus the underemployed.

Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986.
See Technical Notes for further information.

Source: Employment, Underemployment and Unemployment, Australia, 1966-1983 (6246.0); The Labour Force, Australia (6203.0).

CHAPTER 4

UNEMPLOYMENT

The unemployment statistics presented in this chapter have been derived from ABS sources, primarily the ABS monthly labour force survey and its supplementaries. Some summary statistics on job vacancies are also included in this chapter.

For a concise definition of unemployed as it relates to the labour force survey, see the latest issue of the monthly publication *The Labour Force, Australia* (6203.0). Broadly speaking, a person is considered to be unemployed if he or she satisfies three criteria—not employed, available for work, and taking active steps to find work. The employed and the unemployed together make up the labour force.

Measures of unemployment provide an indicator of the unused capacity in the labour force. The two most important measures are the number of persons unemployed and the unemployment rate. The unemployment rate for any group is the number unemployed expressed as a percentage of the labour force in the same group. Characteristics of the unemployed presented include their demographic composition, duration of unemployment, educational qualifications and difficulties experienced in finding work. The unemployment characteristics of families, i.e. unemployment rates of different family members and number of families with some unemployment are also shown. The 1986 Income Distribution Survey contains data on persons with earned income and examines the relationship between levels of earned income and demographic and social characteristics of the recipients, e.g. age, sex, labour force attachment, educational qualifications, occupation, etc. See *1986 Income Distribution Survey, Persons with Earned Income* (6546.0).

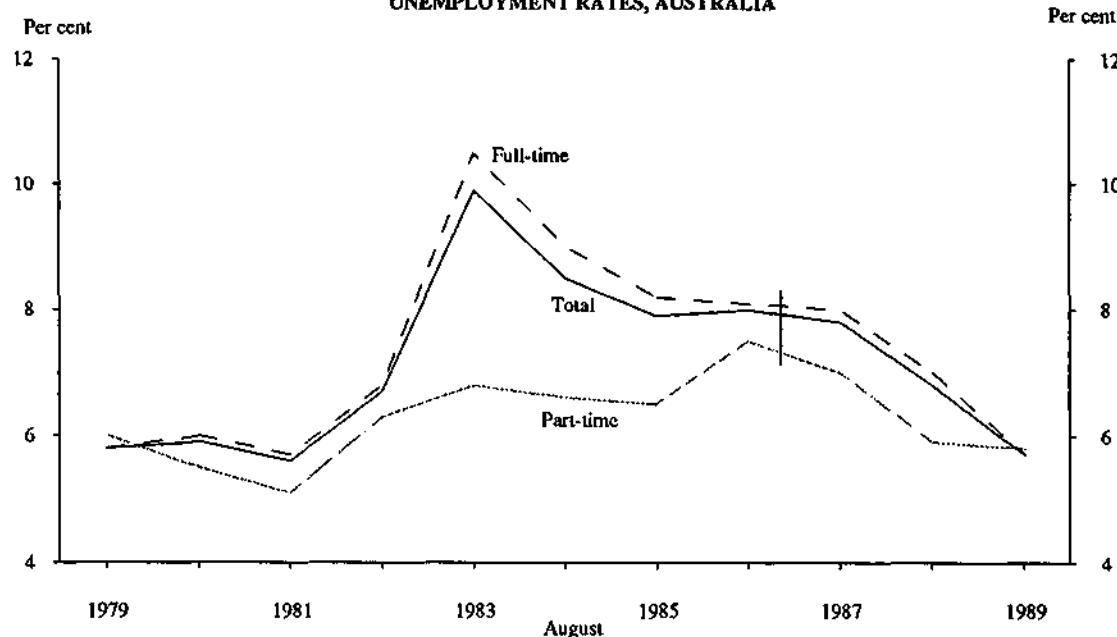
Unemployment

There were 469,400 unemployed persons in Australia in August 1989, of whom 260,700 were males and 208,700 were females. About 79 per cent of unemployed persons were looking for full-time employment. From August 1979 to August 1983, the estimated number of unemployed persons increased by 309,300. Between August 1983 and August 1989, the estimated number of unemployed persons fell by 217,400.

The unemployment rate for persons has fallen by 0.2 and 4.2 percentage points since August 1979 and August 1983 respectively to 5.7 per cent in August 1989. The unemployment rate for males aged 15 to 19 years in August 1989 was 12.9 per cent, the lowest since August 1981. For females aged 15 to 19 the unemployment rate in August 1989 was 14.6 per cent, the lowest since August 1978.

The average duration of unemployment was 28.4 weeks in August 1979, while in August 1989 it had increased by over 50 per cent to 44.5 weeks. The median duration of unemployment has also increased by one week since August 1979 to 15 weeks in August 1989. There has been a significant fall of 11 weeks in the median duration of unemployment from August 1983 to August 1989.

CHART 4.1. UNEMPLOYED PERSONS: FULL-TIME AND PART-TIME UNEMPLOYMENT RATES, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986.
See Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

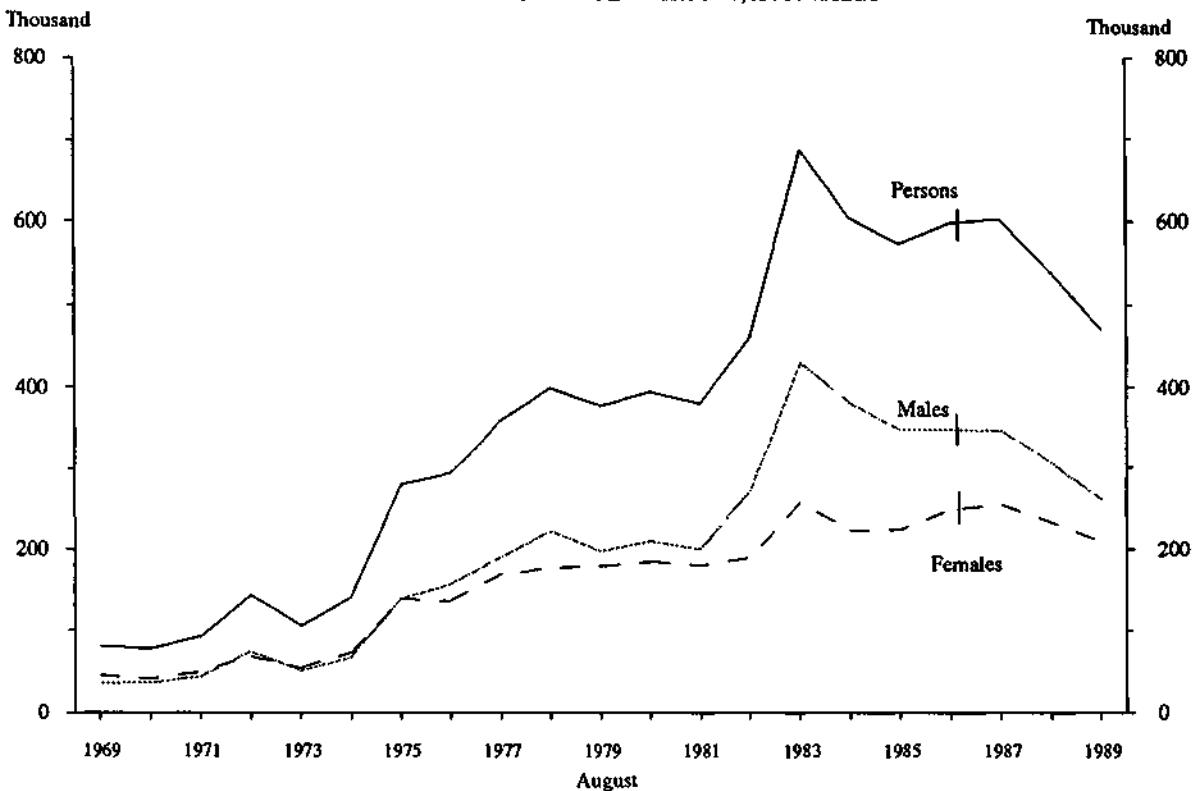
TABLE 4.1. UNEMPLOYED PERSONS : WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA, AUGUST 1979 TO AUGUST 1989

August	Males		Females		Persons				
	Looking for full-time work	Looking for part-time work	Looking for full-time work	Looking for part-time work	Looking for full-time work	Looking for part-time work			
	Total	Total	Total	Total	Total	Total	Total		
NUMBER ('000)									
1979	184.0	13.5	197.5	131.8	48.1	179.9	315.8	61.7	377.5
1980	193.9	15.7	209.6	140.7	44.2	184.9	334.6	59.9	394.5
1981	187.8	12.7	200.4	135.9	44.2	180.1	323.7	56.9	380.6
1982	250.4	21.3	271.7	137.2	52.5	189.7	387.6	73.8	461.4
1983	409.5	20.2	429.7	197.9	59.3	257.1	607.4	79.5	686.8
1984	358.6	22.6	381.2	165.0	57.9	222.8	523.5	80.5	604.0
1985	325.4	23.7	349.1	162.7	60.9	223.6	488.0	84.7	572.7
1986(a)	320.9	28.3	349.3	170.9	77.5	248.4	491.8	105.8	597.6
1987	317.2	29.8	347.1	177.8	77.1	255.0	495.1	107.0	602.0
1988	279.9	25.8	305.7	165.5	67.4	233.0	445.4	93.3	538.7
1989	230.7	30.0	260.7	139.4	69.3	208.7	370.1	99.3	469.4
UNEMPLOYMENT RATE (per cent)									
1979	4.7	6.2	4.8	8.6	6.0	7.7	5.8	6.0	5.9
1980	4.9	7.0	5.0	8.7	5.1	7.4	6.0	5.5	5.9
1981	4.7	5.4	4.7	8.3	5.0	7.2	5.7	5.1	5.6
1982	6.2	8.1	6.3	8.4	5.8	7.5	6.8	6.3	6.7
1983	10.1	7.7	9.9	11.7	6.5	9.9	10.5	6.8	9.9
1984	8.7	8.4	8.7	9.6	6.0	8.3	9.0	6.6	8.5
1985	7.8	8.5	7.8	9.2	6.0	8.0	8.2	6.5	7.9
1986(a)	7.6	9.2	7.7	9.2	7.0	8.4	8.1	7.5	8.0
1987	7.4	8.6	7.5	9.4	6.5	8.3	8.0	7.0	7.8
1988	6.4	7.8	6.5	8.4	5.4	7.3	7.0	5.9	6.8
1989	5.2	7.8	5.4	6.9	5.2	6.2	5.7	5.8	5.7

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.2. UNEMPLOYED PERSONS, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

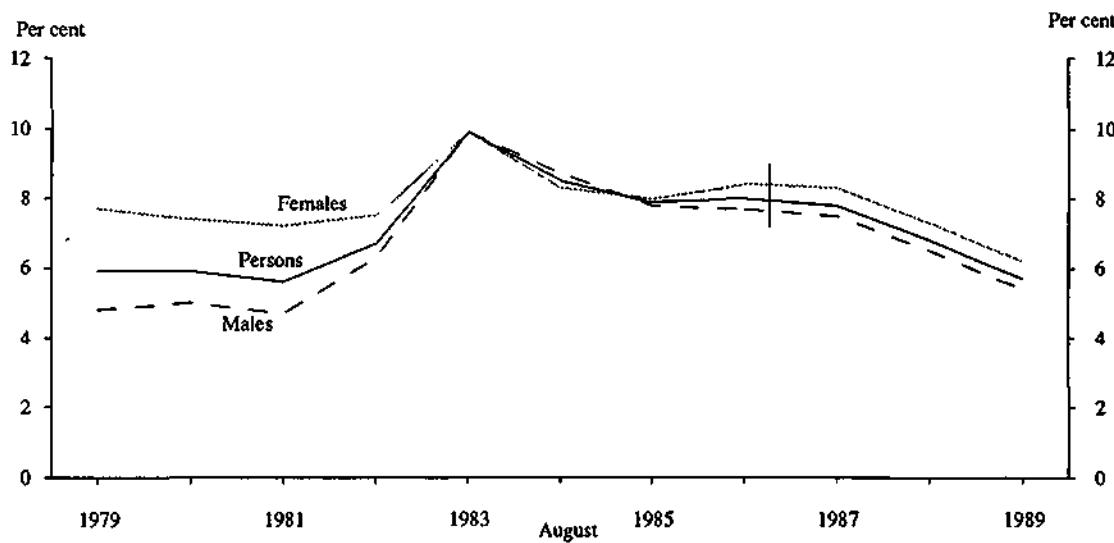
TABLE 4.2. UNEMPLOYED PERSONS : UNEMPLOYMENT RATES, BY AGE, AUSTRALIA, AUGUST 1979 TO AUGUST 1989
(per cent)

August	Age group						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
MALES							
1979	14.6	8.4	3.7	2.4	2.4	2.7	4.8
1980	14.7	8.5	3.9	2.5	2.8	2.9	5.0
1981	11.2	8.3	4.1	2.4	2.8	3.5	4.7
1982	16.3	11.2	5.5	3.6	3.6	3.3	6.3
1983	23.0	17.3	9.1	6.0	5.9	6.5	9.9
1984	22.1	14.2	7.6	5.0	5.7	5.8	8.7
1985	19.3	12.4	7.2	4.4	4.8	6.7	7.8
1986(a)	18.7	12.3	6.8	4.6	5.5	5.5	7.7
1987	18.0	12.6	7.0	4.8	4.2	5.5	7.5
1988	15.1	10.8	5.6	3.8	4.5	6.3	6.5
1989	12.9	8.0	5.1	3.5	3.0	5.0	5.4
FEMALES							
1979	20.4	8.0	6.5	4.2	3.8	*2.0	7.7
1980	18.7	9.1	5.7	4.3	3.4	2.2	7.4
1981	17.0	8.7	6.3	4.4	3.1	2.2	7.2
1982	17.0	8.8	6.9	4.8	3.6	2.7	7.5
1983	22.2	11.5	9.5	6.8	4.8	2.5	9.9
1984	19.7	10.3	7.1	5.6	4.6	2.6	8.3
1985	17.1	10.4	7.5	5.3	4.4	2.7	8.0
1986(a)	19.5	9.9	7.6	6.0	4.5	3.1	8.4
1987	19.4	10.5	7.5	6.1	4.5	2.2	8.3
1988	15.9	10.9	6.6	4.8	3.9	2.7	7.3
1989	14.6	7.9	5.8	3.9	4.1	2.4	6.2
PERSONS							
1979	17.3	8.2	4.6	3.1	2.9	2.5	5.8
1980	16.6	8.7	4.6	3.2	3.0	2.7	5.9
1981	13.9	8.5	4.9	3.1	2.9	3.2	5.6
1982	16.6	10.2	6.0	4.0	3.6	3.1	6.7
1983	22.6	14.7	9.2	6.3	5.5	5.5	9.9
1984	20.9	12.5	7.4	5.3	5.3	5.0	8.5
1985	18.2	11.5	7.3	4.7	4.7	5.7	7.9
1986(a)	19.1	11.2	7.1	5.2	5.1	4.9	8.0
1987	18.7	11.6	7.2	5.3	4.3	4.6	7.8
1988	15.5	10.9	6.0	4.2	4.2	5.3	6.8
1989	13.7	8.0	5.4	3.6	3.4	4.4	5.7

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.3. UNEMPLOYED PERSONS: UNEMPLOYMENT RATES, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986.
See Technical Notes for further information.

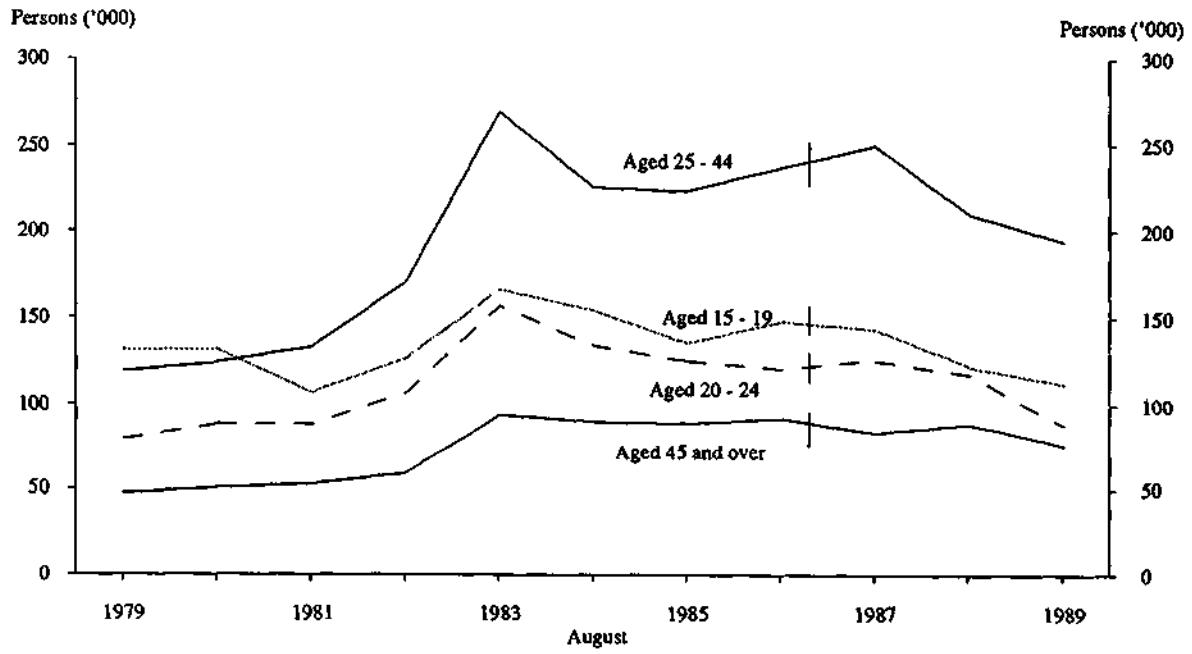
Source: *The Labour Force, Australia* (6203.0).

TABLE 4.3. UNEMPLOYED PERSONS: BIRTHPLACE BY AGE, AUSTRALIA, AUGUST 1989

	Number unemployed ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
BORN IN AUSTRALIA						
Total	187.7	149.4	337.1	5.3	5.9	5.5
Looking for full-time work	165.4	97.2	262.6	5.1	6.4	5.5
Looking for part-time work	22.3	52.1	74.4	7.3	5.1	5.6
Aged 15-19	48.8	49.9	98.6	12.5	14.2	13.3
Aged 20 and over	139.0	99.5	238.4	4.4	4.5	4.5
20-24	40.5	30.3	70.8	8.1	7.2	7.7
25-34	44.5	36.3	80.8	4.5	5.4	4.8
35-44	22.6	19.1	41.7	2.8	3.1	3.0
45-54	14.6	11.7	26.3	2.9	3.5	3.1
55 and over	16.8	* 2.1	18.9	4.7	* 1.5	3.8
Aged 15-64	187.1	149.1	336.2	5.4	5.9	5.6
BORN OUTSIDE AUSTRALIA						
Total	73.0	59.3	132.3	5.7	7.2	6.2
Looking for full-time work	65.3	42.2	107.5	5.4	8.1	6.2
Looking for part-time work	7.7	17.2	24.9	9.7	5.7	6.5
Aged 15-19	6.2	7.5	13.7	17.4	18.1	17.8
Aged 20 and over	66.8	51.8	118.6	5.3	6.6	5.8
20-24	7.1	9.9	17.1	7.2	11.2	9.1
25-34	22.3	16.1	38.4	7.0	7.3	7.1
35-44	18.7	14.5	33.2	4.9	5.6	5.2
45-54	8.8	8.8	17.6	3.1	5.2	3.9
55 and over	9.8	* 2.5	12.3	5.8	* 5.2	5.7
Aged 15-64	72.8	59.3	132.1	5.7	7.2	6.3

Source: *The Labour Force, Australia* (6203.0).

CHART 4.4. UNEMPLOYED PERSONS BY AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986.
See Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

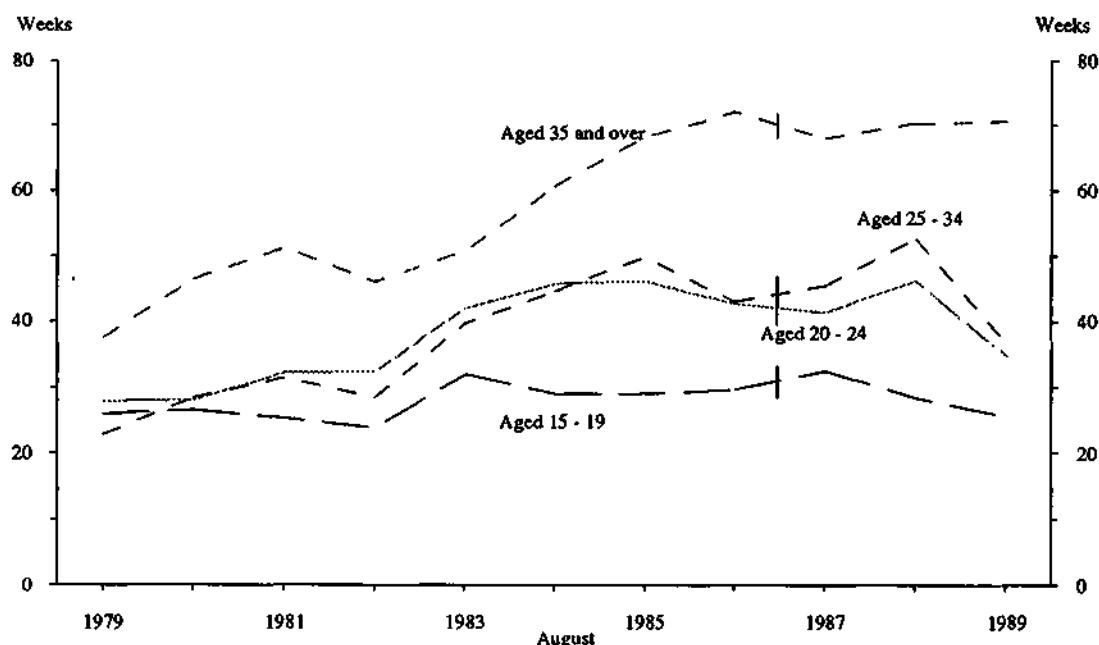
TABLE 4.4. UNEMPLOYED PERSONS : DURATION OF UNEMPLOYMENT, AUSTRALIA, AUGUST 1979 TO AUGUST 1989

Duration of unemployment (weeks)	August										
	1979	1980	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989
—'000—											
Under 2	33.4	32.0	33.9	38.7	32.4	34.2	38.8	47.3	41.7	41.3	47.3
2 and under 4	42.9	43.9	41.5	58.2	49.7	56.8	55.6	56.7	59.6	54.9	54.8
4 and under 8	52.0	55.7	58.4	72.4	73.9	64.0	57.6	67.3	67.9	60.6	68.8
8 and under 13	44.3	43.1	45.9	52.3	65.9	58.8	47.6	58.4	56.4	50.6	44.6
13 and under 26	61.7	62.2	52.8	61.2	103.1	80.5	78.2	85.3	84.2	75.7	63.8
26 and under 39	61.0	65.5	53.2	73.3	123.5	94.9	87.9	91.3	94.6	78.3	62.5
39 and under 52	14.1	13.7	15.0	17.8	49.6	26.2	29.7	27.6	25.5	24.4	19.9
52 and under 65	24.7	23.0	23.4	25.7	61.3	46.9	41.3	35.7	39.6	33.6	23.7
65 and under 104	19.8	19.5	15.8	18.6	43.3	49.2	30.7	32.1	36.7	29.7	19.4
104 and over	23.7	35.8	40.8	43.4	84.2	92.4	105.1	96.1	95.7	89.6	65.1
Total	377.5	394.5	380.6	461.4	686.8	604.0	572.7	597.6	602.0	538.7	469.4
—weeks—											
Average duration—											
Mean	28.4	32.0	34.9	32.6	41.4	45.5	49.5	48.6	48.3	51.3	44.5
Median	14	15	13	13	26	26	26	21	23	22	15

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.5. UNEMPLOYED PERSONS: AVERAGE DURATION OF UNEMPLOYMENT AND AGE, AUSTRALIA

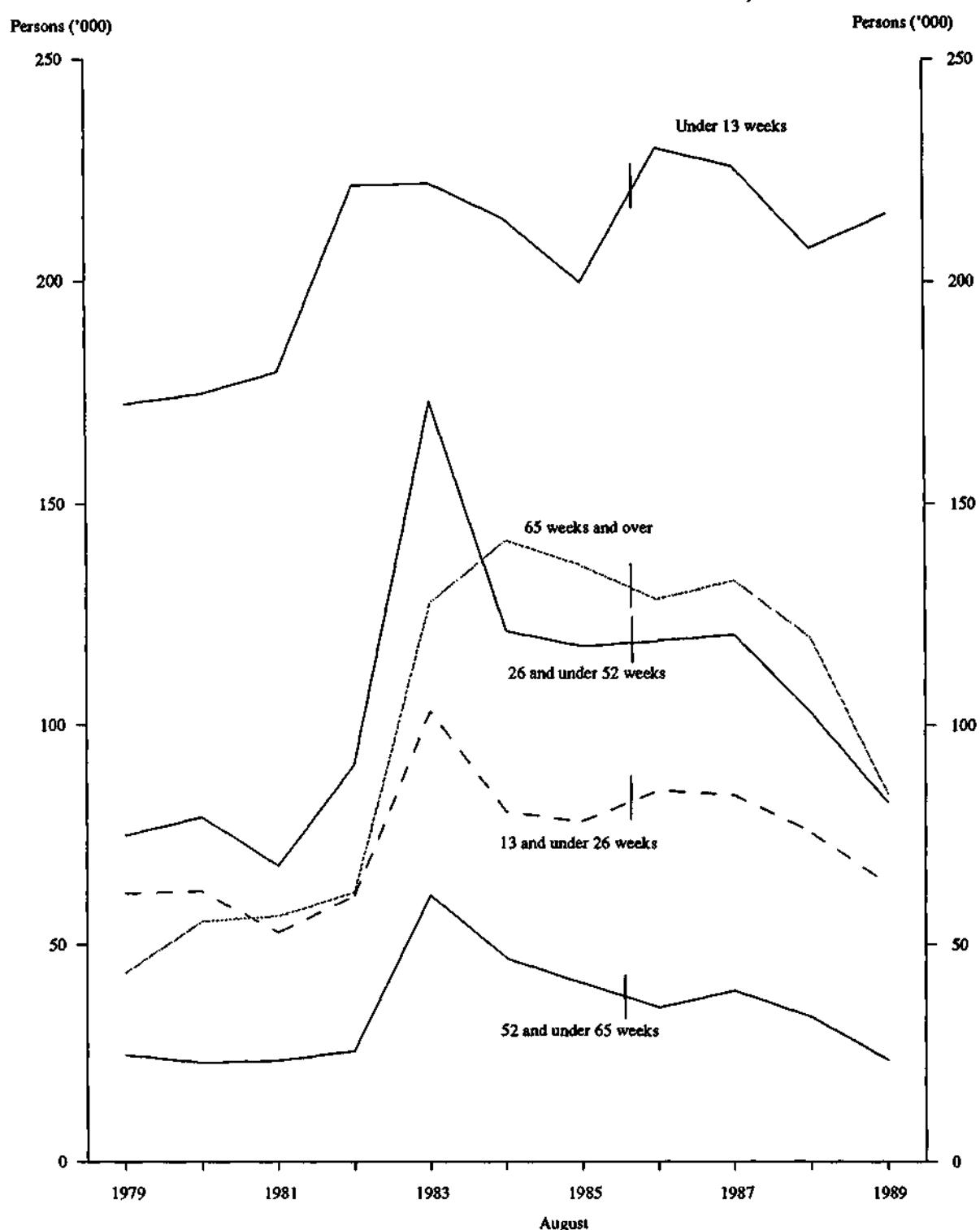


Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986.
See Technical Notes for further information.

Note: Estimates for average duration of unemployment refer to current periods of unemployment, not completed periods.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.6. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986.
See Technical Notes for further information.

Source: *The Labour Force, Australia*(6203.0).

TABLE 4.5. UNEMPLOYED PERSONS: REASON FOR LEAVING LAST FULL-TIME JOB, AUSTRALIA

Month	Reason for unemployment					Percent of unemployed				
	Job leaver	Stood down -'000	Looking for first job	Former workers	Total	Job leaver	Stood down per cent	Looking for first job	Former workers	
1988 —										
June	183.7	110.0	11.9	94.0	169.4	569.1	32.3	19.3	2.1	16.5
July	172.9	96.5	15.3	82.5	151.5	518.8	33.3	18.6	3.0	15.9
August	170.7	113.5	8.6	90.6	155.3	538.7	31.7	21.1	1.6	16.8
September	169.8	113.3	16.6	98.3	156.5	554.6	30.6	20.4	3.0	17.7
October	156.9	95.9	12.3	90.4	152.3	507.9	30.9	18.9	2.4	17.8
November	152.0	91.4	14.1	85.2	145.6	488.4	31.1	18.7	2.9	17.4
December	146.5	109.6	11.7	147.0	148.6	563.3	26.0	19.4	2.1	26.1
1989 —										
January	172.0	110.6	19.1	141.7	149.0	592.4	29.0	18.7	3.2	23.9
February	164.7	126.3	15.1	128.0	164.0	598.1	27.5	21.1	2.5	21.4
March	150.8	124.3	15.8	99.8	155.6	546.3	27.6	22.8	2.9	18.3
April	140.0	111.4	13.2	94.5	157.0	516.1	27.1	21.6	2.6	18.3
May	148.7	109.6	14.2	88.0	158.1	518.5	28.7	21.1	2.7	17.0
June	150.0	98.7	12.7	77.9	138.2	477.4	31.4	20.7	2.7	16.3
July	146.5	100.2	16.4	78.6	141.7	483.4	30.3	20.7	3.4	16.3
August	149.9	104.8	11.1	79.5	124.1	469.4	31.9	22.3	2.4	16.9

Source: *The Labour Force, Australia* (6203.0).TABLE 4.6. UNEMPLOYED PERSONS: INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB, AUSTRALIA
AUGUST 1989
('000)

	Number unemployed ('000)			Unemployment Rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
<i>Had worked full time for two weeks or more in the last two years</i>	158.6	96.0	254.7	3.4	3.0	3.2
Industry division or subdivision —						
Agriculture, forestry, fishing & hunting	11.2	* 3.1	14.3	3.7	* 2.6	3.4
Agriculture & services to agriculture	8.9	* 2.9	11.8	3.2	* 2.5	3.0
Forestry & logging, fishing & hunting	* 2.3	* 0.2	* 2.5	* 9.3	* 5.2	* 8.7
Mining	4.4	* 0.6	5.0	4.5	* 4.7	4.5
Manufacturing	37.5	15.4	52.9	4.0	4.3	4.1
Food, beverages and tobacco	6.1	5.3	11.4	4.4	8.1	5.6
Metal products	9.5	* 1.0	10.4	5.3	* 2.8	4.9
Other manufacturing	21.9	9.2	31.1	3.6	3.6	3.6
Electricity, gas and water	* 1.2	* 0.3	* 1.6	* 1.2	* 3.2	* 1.4
Construction	24.9	* 1.0	25.9	4.5	* 1.3	4.1
Wholesale and retail trade	34.3	30.0	64.3	3.8	3.9	3.8
Wholesale trade	11.4	5.2	16.6	3.3	3.3	3.3
Retail trade	22.9	24.8	47.7	4.1	4.1	4.1
Transport and storage	9.5	* 2.0	11.5	2.8	* 2.3	2.7
Communication	* 2.0	* 0.4	* 2.4	* 2.0	* 0.9	* 1.7
Finance, property & business services	8.6	9.8	18.4	1.9	2.3	2.1
Public administration and defence	5.2	* 3.0	8.2	2.6	* 2.3	2.5
Community services	7.9	17.1	25.0	1.6	1.9	1.8
Recreation, personal & other services	11.8	13.4	25.1	4.7	4.1	4.3
Occupation group —						
Managers and administrators	9.6	* 2.5	12.1	1.5	* 1.3	1.5
Professionals	8.4	5.0	13.4	1.4	1.3	1.4
Para-professionals	4.3	* 3.4	7.7	1.7	* 1.7	1.7
Tradespersons	31.1	4.9	36.0	2.7	3.8	2.8
Clerks	8.4	24.6	33.0	2.7	2.4	2.4
Salespersons and personal service workers	14.5	31.1	45.5	3.5	4.1	3.9
Plant and machine operators, and drivers	19.9	4.8	24.7	3.8	4.5	3.9
Labourers and related workers	62.5	19.7	82.2	7.4	4.5	6.4
Other	98.2	105.4	203.6	..	..	..
Looking for first job	35.5	44.1	79.5	..	..	..
Looking for full-time work	20.7	22.6	43.3	..	..	..
Former workers	62.7	61.3	124.1	..	..	..
Stood down	3.9	7.3	11.1	..	..	..
Total	260.7	208.7	469.4	5.4	6.2	5.7

Source: *The Labour Force, Australia* (6203.0).

Job Search Experience of Unemployed Persons

In July 1988, the labour force numbered 7,877,000 persons, of whom 503,500 were unemployed (excluding those who were stood down). Persons looking for full-time work outnumbered those looking for part-time work by more than five to one.

For many years the most frequently reported difficulty in finding work was the belief that there were 'no vacancies at all'. Ten years ago, 38 per cent of unemployed persons reported this as the main difficulty. By July 1988 however that proportion had fallen to 16 per cent. In recent years, a downward trend is evident for persons reporting 'no vacancies in line of work' as the main difficulty — 12 per cent in July 1988.

There were 156,700 persons (31 per cent of total unemployed) whose current period of unemployment (at July 1988) was one year or more. More than half of these people reported their main difficulty in finding work as being 'considered too young or too old by employers', 'no vacancies at all', or they 'lacked the necessary skills/education'.

TABLE 4.7. UNEMPLOYED PERSONS : MAIN DIFFICULTY IN FINDING WORK, DURING CURRENT PERIOD OF UNEMPLOYMENT, AUSTRALIA, JULY 1978 TO JULY 1988

Main difficulty in finding work	July 1978	July 1980	July 1982	July 1984	June 1986	July 1988	('000)
	— per cent —						
Own ill health or injury	3.7	3.9	3.8	4.1	5.8	6.6	33.2
Considered too young or too old by employers	10.9	13.0	15.3	15.5	16.3	16.5	82.9
Unsuitable hours	2.4	2.8	4.0	2.8	4.0	3.6	18.2
Too far to travel/transport problems	5.4	6.1	4.7	4.9	5.7	6.9	34.5
Lacked necessary skills/education	6.4	8.0	7.3	10.5	10.0	12.0	60.3
Language difficulties	n.a.	1.7	2.4	2.8	2.1	3.2	16.0
Insufficient work experience	7.9	10.9	9.7	9.8	10.1	10.9	54.8
No vacancies in line of work	15.1	16.5	16.3	16.0	16.0	12.0	60.5
No vacancies at all	38.2	27.5	26.9	23.8	19.0	16.1	81.3
Other difficulties(a)	(b)6.4	5.1	5.5	5.3	5.0	6.1	30.5
No difficulties reported	3.6	4.4	4.0	4.4	6.1	6.2	31.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	503.5

(a) Includes persons who reported difficulties with ethnic background. (b) This estimate includes the category language difficulties.

Source: *Job Search Experience of Unemployed Persons, Australia, July 1988* (6222.0).

TABLE 4.8. UNEMPLOYED PERSONS : ACTIVE STEPS TAKEN TO FIND WORK, AUSTRALIA, JULY 1978 TO JULY 1988

Active steps taken to find work	July 1978	July 1980	July 1982	July 1984	June 1986	July 1988	('000)
	— per cent —						
Registered with the CES and—							
Took no other active steps	7.1	5.5	0.8	1.3	1.5	1.4	7.2
Contacted prospective employers	65.1	67.0	66.9	73.8	70.4	71.7	361.0
Took other active steps	3.7	2.8	5.0	6.7	6.9	6.1	30.7
<i>Total</i>	75.9	75.3	72.7	81.8	78.8	79.2	398.8
Not registered with the CES and—							
Contacted prospective employers	21.3	22.7	24.8	16.4	19.3	19.0	95.5
Took other active steps	2.8	2.1	2.5	1.8	1.9	1.8	9.2
<i>Total</i>	24.1	24.7	27.3	18.2	21.2	20.8	104.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	503.5

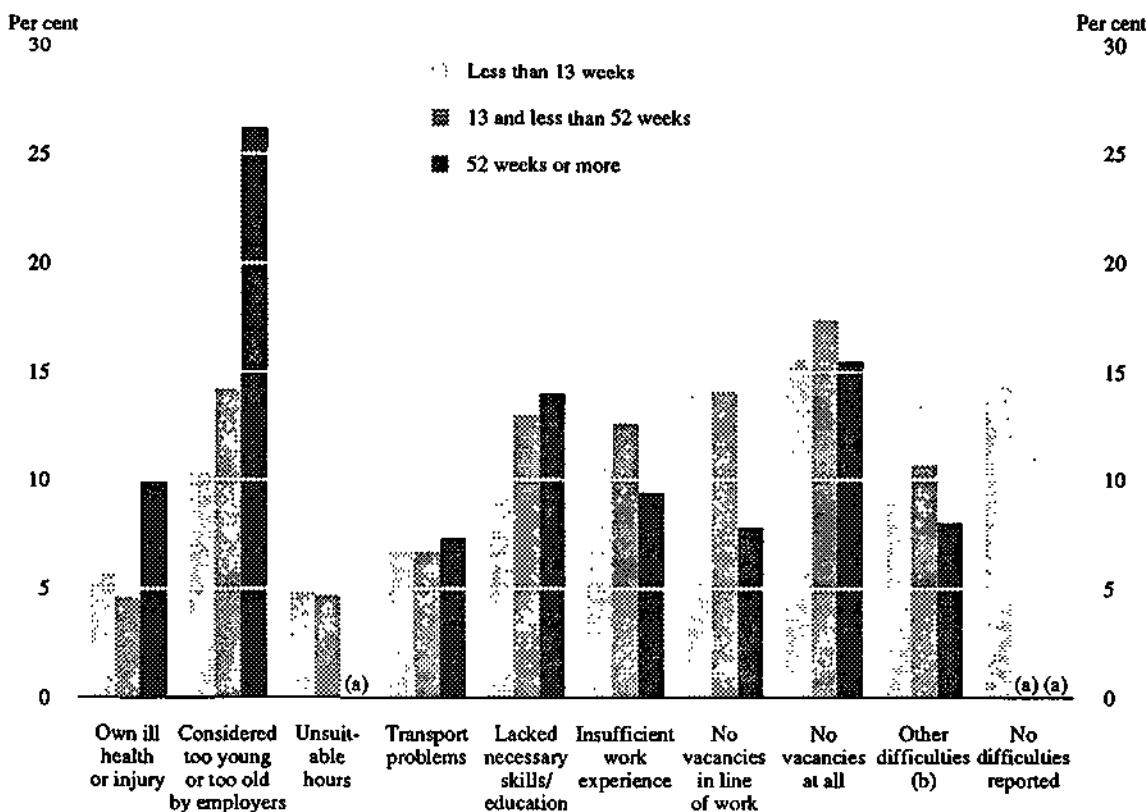
Source: *Job Search Experience of Unemployed Persons, Australia, July 1988* (6222.0).

TABLE 4.9. UNEMPLOYED PERSONS : WHETHER WOULD MOVE INTERSTATE OR INTRASTATE IF OFFERED A SUITABLE JOB, AUSTRALIA, JULY 1980 TO JULY 1988

	<i>July 1980</i>	<i>July 1982</i>	<i>July 1984</i>	<i>June 1986</i>	<i>July 1988</i>	
	<i>— per cent —</i>					<i>('000)</i>
WHETHER WOULD MOVE INTERSTATE IF OFFERED A SUITABLE JOB						
Would move interstate	24.6	27.9	26.9	26.0	24.9	125.5
Would not move interstate	64.8	60.4	61.2	63.0	63.3	318.6
Moving interstate would depend—						
On job conditions	3.8	4.0	5.4	4.0	5.1	25.9
On other conditions	4.0	5.4	4.4	4.9	4.3	21.7
Total	7.9	9.4	9.8	8.9	9.5	47.6
Undecided	2.8	2.2	2.2	2.1	2.3	11.7
Total	100.0	100.0	100.0	100.0	100.0	503.5
WHETHER WOULD MOVE INTRASTATE IF OFFERED A SUITABLE JOB						
Would move intrastate	38.6	41.1	40.5	37.2	37.4	188.1
Would not move intrastate	50.0	46.2	45.5	49.8	48.5	244.4
Moving intrastate would depend—						
On job conditions	4.5	3.3	5.7	3.8	4.6	23.1
On other conditions	4.5	7.8	6.6	7.4	7.5	37.8
Total	9.0	11.0	12.2	11.2	12.1	60.9
Undecided	2.4	1.7	1.8	1.9	2.0	10.1
Total	100.0	100.0	100.0	100.0	100.0	503.5

Source: *Job Search Experience of Unemployed Persons, Australia, July 1988* (6222.0).

CHART 4.7. UNEMPLOYED PERSONS: MAIN DIFFICULTY IN FINDING WORK AND DURATION OF CURRENT PERIOD OF UNEMPLOYMENT, AUSTRALIA, JULY 1988



(a) Estimate subject to sampling variability too high for most practical uses. (b) Includes persons who reported difficulties with ethnic background.

Source: *Job Search Experience of Unemployed Persons, Australia, July 1988* (6222.0).

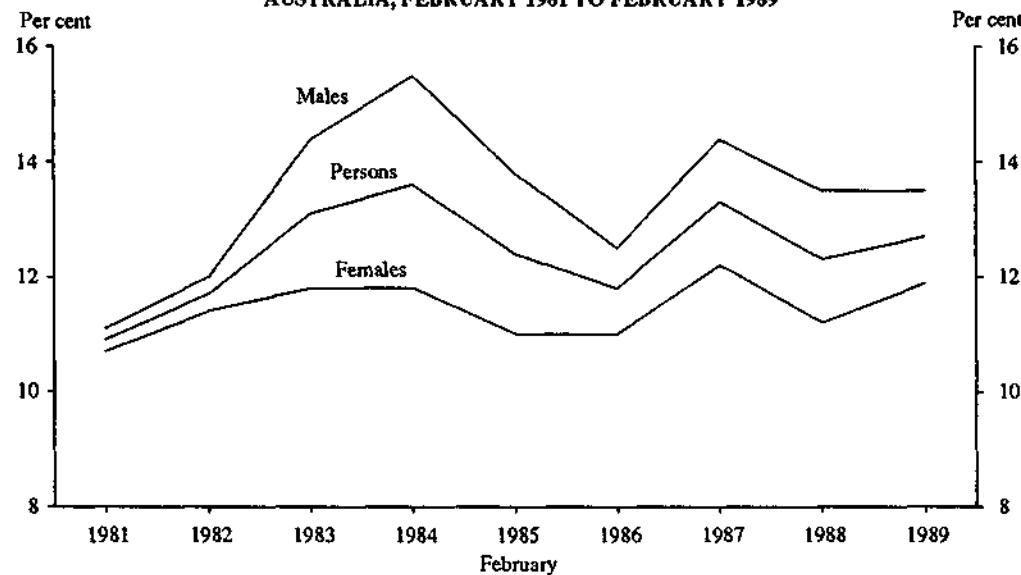
Labour Force Experience

An estimated 1,603,200 persons looked for work at some time during the year ending February 1989. This represented 13 per cent of all persons aged 15 and over. The proportion of persons who had looked for work in the period prior to interview has varied considerably from the 1981 estimate of 11 per cent to 13 per cent in February 1989.

The proportion of males who had looked for work remained higher than the corresponding proportion of females for all years. These proportions were estimated at 14 per cent and 12 per cent respectively in February 1989.

The proportion of persons who had looked for work during the year decreased with age, and the average duration of looking for work increased. Thus, while 30 per cent of 15 to 19 year olds had looked for work with an average duration of 13.4 weeks, 3 per cent of persons aged 55 and over had looked for work for an average 29.7 weeks.

CHART 4.8. ALL PERSONS : PROPORTION WHO HAD LOOKED FOR WORK AT SOME TIME IN THE TWELVE MONTHS PRIOR TO INTERVIEW, AUSTRALIA, FEBRUARY 1981 TO FEBRUARY 1989



Source: *Labour Force Experience, Australia* (6206.0).

TABLE 4.10. PERSONS WHO LOOKED FOR WORK AT SOME TIME DURING THE YEAR ENDING FEBRUARY 1989, AGE AND MARITAL STATUS, AUSTRALIA ('000)

Age group	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
15-19	*3.2	8.8	11.9	204.6	193.3	397.9	207.8	202.1	409.8
20-24	32.5	39.7	72.2	129.4	100.4	229.8	161.9	140.1	302.0
25-34	127.1	126.7	253.8	95.3	65.7	160.9	222.3	192.4	414.7
35-44	99.4	110.5	209.8	23.2	36.5	59.7	122.6	147.0	269.6
45-54	47.9	38.4	86.3	21.4	20.9	42.2	69.3	59.3	128.6
55-59	25.2	*6.6	31.8	*7.9	*6.0	13.9	33.1	12.6	45.7
60 and over	21.4	*3.4	24.7	*7.3	*0.7	8.1	28.7	*4.1	32.8
Total	356.7	334.1	690.7	489.0	423.5	912.5	845.7	757.5	1,603.2

Source: *Labour Force Experience, Australia, During the Year Ending February 1989* (6206.0).

Educational Attainment

In February 1989 the number of unemployed persons was estimated at 588,400, a drop of 149,400 (20%) since February 1984. The number of unemployed persons with post-school qualifications fell 41,000 (20%) to 166,100, while for those without post-school qualifications there was a fall of 114,600 (23%) to 385,000. As a percentage of total unemployment, persons with a degree accounted for five per cent; persons with other post-school qualifications 23 per cent and persons who had attended only the highest level of secondary school 16 per cent. Persons who had not attended the highest level of secondary school were 48 per cent of all unemployed persons.

TABLE 4.11. UNEMPLOYED PERSONS : EDUCATIONAL ATTAINMENT AND UNEMPLOYMENT RATES, AUSTRALIA, FEBRUARY 1980 TO FEBRUARY 1989

February	With post-school qualifications			Without post-school qualifications			Total(b)	Total(c)		
	Degree	Trade qualification	Certif-icate or diploma	Attended highest level of secondary school	Did not attend highest level of secondary school					
			Total(a)							
UNEMPLOYED ('000)										
1980	15.4	77.9	96.9	52.0	273.2	327.1	442.8			
1981	19.6	72.8	96.7	53.2	251.9	306.4	422.4			
1982	21.2	92.4	116.1	68.7	277.9	347.7	484.4			
1983	29.5	175.4	212.0	102.4	404.5	509.7	746.7			
1984	33.1	167.8	207.1	102.0	394.7	499.6	737.8			
1985	23.7	131.4	164.9	101.5	374.6	476.8	673.6			
1986	27.9	128.4	169.2	97.7	345.0	444.7	650.0			
1987(d)	25.4	64.2	85.3	109.1	355.2	468.0	687.3			
1988(d)	27.2	61.9	89.5	182.0	97.5	308.4	411.3	633.6		
1989(d)	32.3	46.8	83.6	166.1	96.9	283.9	385.0	588.4		
UNEMPLOYMENT RATE (per cent)										
1980	3.5	4.0	4.0	6.8	8.2	8.0	6.7			
1981	3.8	3.6	3.7	6.7	7.8	7.5	6.3			
1982	3.9	4.3	4.2	8.2	8.7	8.6	7.0			
1983	5.0	7.9	7.4	11.6	12.8	12.6	10.7			
1984	5.2	7.3	6.9	11.5	12.8	12.6	10.4			
1985	3.4	5.8	5.4	10.8	12.0	11.7	9.3			
1986	3.9	5.4	5.3	10.3	11.1	10.9	8.7			
1987(d)	3.6	5.0	5.2	11.0	11.6	11.4	9.0			
1988(d)	3.6	4.8	6.1	5.1	9.5	10.1	8.1			
1989(d)	4.0	3.6	5.3	4.5	9.0	9.1	7.3			
AVERAGE DURATION OF UNEMPLOYMENT (weeks)										
1980	20.1	22.5	22.7	18.5	31.4	29.6	27.5			
1981	17.8	24.0	22.2	24.0	37.0	34.8	30.9			
1982	15.9	25.2	23.6	21.2	35.0	32.4	29.4			
1983	22.0	23.0	23.4	24.5	37.2	34.6	30.9			
1984	24.9	31.6	30.9	35.6	51.1	48.1	41.9			
1985	27.0	36.6	35.7	29.0	55.0	49.7	44.6			
1986	23.1	37.9	35.7	29.4	52.3	47.4	42.6			
1987(d)	37.0	54.6	29.2	39.3	57.9	51.8	46.4			
1988(d)	24.9	48.2	33.9	38.1	57.6	50.6	44.6			
1989(d)	23.4	64.3	31.7	39.6	59.1	50.1	44.9			
MEDIAN DURATION OF UNEMPLOYMENT (weeks)										
1980	10	9	10	11	13	12	12			
1981	10	10	10	11	15	13	12			
1982	9	10	10	9	13	12	11			
1983	9	10	11	11	17	16	13			
1984	10	15	13	13	28	26	19			
1985	9	13	12	10	26	20	16			
1986	8	11	11	10	20	16	13			
1987(d)	11	15	10	12	24	18	14			
1988(d)	7	15	8	9	24	17	13			
1989(d)	8	19	8	9	18	13	11			

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school and those for whom secondary school qualifications could not be determined. (c) Includes persons aged 15 to 20 still at school. (d) Prior to February 1987 the data now published in the Educational Attainment categories 'Trade qualification' and 'Certificate or diploma' were published as 'Trade; technical or other certificate'.

Source: *Labour Force Status and Educational Attainment, Australia, February 1989* (6235.0).

TABLE 4.12. UNEMPLOYED PERSONS : AGE AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1989

	Age group						55 and over	Total	
	15 - 19	20 - 24	25 - 34	35 - 44	45 - 54	- '000 -			
<i>Educational attainment</i>								- per cent -	
MALES									
With post-school qualifications(a)	* 2.9	9.2	28.1	17.3	11.4	13.5	82.5	25.8	
Degree	* 0.0	* 3.3	6.9	5.1	* 1.9	* 0.8	18.0	5.6	
Trade qualification or apprenticeship	* 0.7	* 2.9	13.8	8.2	6.8	9.0	41.5	13.0	
Certificate or diploma	* 2.2	* 3.0	7.4	3.5	* 2.7	* 3.4	22.2	6.9	
Without post-school qualifications(b)	56.2	44.4	55.5	23.4	19.3	21.0	219.8	68.7	
Attended highest level of secondary school available	20.1	12.1	9.9	* 3.2	* 1.7	* 1.7	48.7	15.2	
Did not attend highest level of secondary school available	35.7	32.0	44.7	20.0	17.6	18.7	168.8	52.7	
Left at age—									
16 and over	17.6	16.9	20.4	5.2	* 2.0	3.5	65.6	20.5	
14 or 15	18.1	14.8	22.0	12.4	12.6	9.2	89.1	27.8	
13 and under	* 0.0	* 0.3	* 2.3	* 2.4	* 3.1	6.0	14.1	4.4	
Still at school	17.9	* 0.0	..	..	..	..	17.9	5.6
<i>Total</i>	77.0	53.6	83.6	40.7	30.7	34.5	320.2	100.0	
FEMALES									
With post-school qualifications(a)	7.5	15.9	27.6	20.5	10.7	* 1.5	83.6	31.2	
Degree	* 0.0	* 1.8	5.5	4.4	* 2.2	* 0.4	14.2	5.3	
Trade qualification or apprenticeship	* 0.8	* 0.9	* 1.3	* 1.1	* 1.0	* 0.3	5.3	2.0	
Certificate or diploma	6.7	12.3	20.2	14.4	7.0	* 0.7	61.4	22.9	
Without post-school qualifications(b)	54.3	31.2	32.7	29.9	12.3	4.7	165.2	61.6	
Attended highest level of secondary school available	24.4	10.9	5.6	5.5	* 1.3	* 0.6	48.3	18.0	
Did not attend highest level of secondary school available	29.9	20.2	26.8	24.0	10.8	* 3.4	115.1	42.9	
Left at age—									
16 and over	17.2	11.6	12.4	9.7	* 1.7	* 0.1	52.6	19.6	
14 or 15	12.6	8.7	13.6	13.2	7.1	* 3.1	58.3	21.7	
13 and under	* 0.1	* 0.0	* 0.8	* 1.1	* 2.0	* 0.2	4.2	1.6	
Still at school	19.4	* 0.0	..	..	..	..	19.4	7.2
<i>Total</i>	81.1	47.1	60.3	50.3	23.1	6.2	268.2	100.0	
PERSONS									
With post-school qualifications(a)	10.4	25.1	55.7	37.8	22.1	15.0	166.1	28.2	
Degree	* 0.0	5.1	12.4	9.5	4.1	* 1.2	32.3	5.5	
Trade qualification or apprenticeship	* 1.5	3.7	15.1	9.3	7.8	9.3	46.8	8.0	
Certificate or diploma	8.9	15.3	27.6	18.0	9.7	4.1	83.6	14.2	
Without post-school qualifications(b)	110.4	75.6	88.2	53.3	31.7	25.7	385.0	65.4	
Attended highest level of secondary school available	44.4	23.0	15.5	8.7	* 3.0	* 2.3	96.9	16.5	
Did not attend highest level of secondary school available	65.6	52.2	71.6	44.0	28.5	22.1	283.9	48.3	
Left at age—									
16 and over	34.8	28.5	32.8	14.9	3.7	3.6	118.3	20.1	
14 or 15	30.6	23.5	35.6	25.6	19.8	12.3	147.4	25.0	
13 and under	* 0.1	* 0.3	* 3.2	3.5	5.0	6.2	18.3	3.1	
Still at school	37.3	* 0.0	..	..	..	..	37.3	6.3
<i>Total</i>	158.1	100.7	144.0	91.1	53.8	40.7	588.4	100.0	

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school and those for whom secondary school qualifications could not be determined.

Source: *Labour Force Status and Educational Attainment, Australia, February 1989* (6235.0).

Families

Of the 326,500 families with one or more members unemployed, 37.9 per cent had no member employed, 37.2 per cent had one employed and 24.8 per cent had two or more employed. Dependents were present in 59.4 per cent of the 326,500 families with one or more members unemployed.

Unemployment rates varied from 13.5 per cent for full time students aged 15-24 to 9.9 per cent for sole parents to 4.0 per cent for husband or wife in married couple families. For persons who were not a member of a family the unemployment rate was 6.6 per cent. The average duration of unemployment for husbands or wives who were members of a family was 60.8 weeks. For sole parents it was 43.3 weeks and for those who were not members of a family, 47.7 weeks (living alone 68.4 weeks, not living alone 34.6 weeks).

**TABLE 4.13. FAMILIES WITH ONE OR MORE MEMBERS UNEMPLOYED: TYPE OF FAMILY, EMPLOYMENT STATUS(a) OF FAMILY MEMBERS AND WHETHER DEPENDENTS PRESENT, AUSTRALIA, JUNE 1989
('000 families)**

	<i>None employed</i>			<i>One employed</i>			<i>Two or more employed</i>			<i>Total</i>		
	<i>Two or more unemp-loyed</i>		<i>Total</i>	<i>One more unemp-loyed</i>		<i>Total</i>	<i>One more unemp-loyed</i>		<i>Total</i>	<i>One more unemp-loyed</i>		<i>Total</i>
	<i>One unemp-loyed</i>	<i>more unemp-loyed</i>		<i>One unemp-loyed</i>	<i>more unemp-loyed</i>		<i>One unemp-loyed</i>	<i>more unemp-loyed</i>		<i>One unemp-loyed</i>	<i>more unemp-loyed</i>	
Married-couple families	73.0	19.5	92.5	91.4	6.1	97.4	67.9	5.2	73.1	232.3	30.7	263.0
With dependents present	44.8	14.0	58.7	52.9	5.1	58.1	42.8	* 2.7	45.5	140.6	21.8	162.3
Without dependents present	28.2	5.5	33.7	38.4	* 0.9	39.4	25.1	* 2.5	27.6	91.7	8.9	100.7
One-parent families	17.8	* 0.8	18.6	8.0	* 0.7	8.7	* 3.2	* 0.0	* 3.2	29.1	* 1.5	30.6
Other families	11.1	* 1.7	12.8	14.7	* 0.6	15.3	4.2	* 0.6	4.8	30.1	* 2.8	32.9
All families	102.0	22.0	123.9	114.1	7.3	121.5	75.3	5.7	81.1	291.4	35.0	326.5
With dependents present	63.0	14.8	77.8	61.7	5.8	67.5	46.0	* 2.7	48.7	170.7	23.3	194.0
Without dependents present	38.9	7.2	46.1	52.5	* 1.5	54.0	29.3	* 3.1	32.3	120.7	11.7	132.5

(a) Employment status refers to persons aged 15 and over only.

Source: *Labour Force Status and Other Characteristics of Families, June 1989* (6224.0).

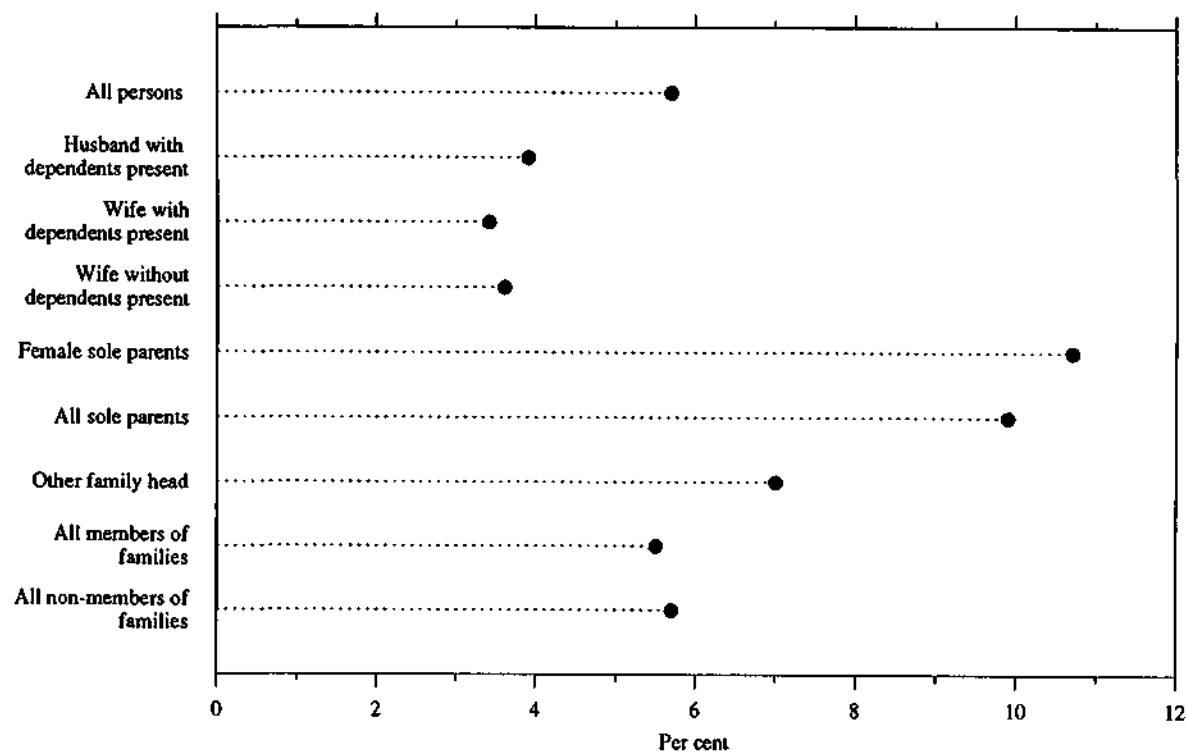
**TABLE 4.14. FAMILY STATUS OF UNEMPLOYED PERSONS(a): UNEMPLOYMENT RATES, AUSTRALIA, JUNE 1988 AND JUNE 1989
(per cent)**

	<i>Males</i>		<i>Females</i>		<i>Persons</i>	
	<i>June 1988(d)</i>	<i>June 1989</i>	<i>June 1988(d)</i>	<i>June 1989</i>	<i>June 1988(d)</i>	<i>June 1989</i>
Member of a family	6.3	5.0	7.7	6.3	6.8	5.5
Husband or wife	4.3	3.7	5.2	4.4	4.7	4.0
With dependents present	4.5	3.9	6.2	5.0	5.2	4.3
Without dependents present	3.9	3.4	3.8	3.6	3.8	3.5
Sole parent	* 8.2	* 6.2	16.4	10.7	14.8	9.9
Other family head	* 7.6	* 5.4	10.5	8.2	9.3	7.0
Full-time student aged 15-24(b)	19.1	12.9	17.1	14.0	18.0	13.5
Other child(c) of married couple or family head	11.5	8.4	10.8	9.2	11.2	8.7
Other relative of married couple or family head	14.1	9.7	19.6	15.7	16.1	12.0
Not a member of a family	7.9	6.3	8.5	7.2	8.1	6.6
Living alone	7.8	6.1	7.5	6.0	7.7	6.1
Not living alone	8.0	6.4	9.2	7.9	8.5	7.0
Total	6.5	5.2	7.8	6.4	7.0	5.7

(a) Civilians who were residents of households where family status was determined. See paragraph 22 of the Technical Notes for further information. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over. (d) These estimates are based on 1981 census benchmarks.

Source: *Labour Force Status and Other Characteristics of Families, Australia, June 1989* (6224.0).

CHART 4.9. UNEMPLOYED PERSONS: FAMILY STATUS, UNEMPLOYMENT RATES, AUSTRALIA, JUNE 1989



Source: *Labour Force Status and Other Characteristics of Families, Australia, June 1989* (6224.0).

TABLE 4.15. FAMILY STATUS OF UNEMPLOYED PERSONS(a): DURATION OF UNEMPLOYMENT, AUSTRALIA, JUNE 1989

	Duration of unemployment (weeks)							Average duration	Median duration		
	Under 2	2 and under 4	4 and under 8	8 and under 13	13 and under 26	26 and under 52	52 and over				
								'000	weeks		
Member of a family	28.9	44.2	41.4	42.2	58.5	51.7	102.5	369.3	54.5		
Husband or wife	14.9	21.8	21.6	21.1	28.4	24.4	61.7	193.8	60.8		
With dependents present	10.6	15.2	13.4	14.4	18.7	17.6	38.3	128.3	57.5		
Without dependents present	4.3	6.6	8.1	6.7	9.7	6.8	23.4	65.5	67.1		
Sole parent	* 0.8	* 2.3	* 2.7	* 3.0	3.7	* 1.7	4.0	18.2	43.3		
Other family head	* 1.2	* 0.9	* 1.0	* 0.7	* 0.8	* 0.5	* 2.9	8.0	84.9		
Full-time student aged 15-24(b)	5.4	5.8	4.7	6.0	8.3	5.2	* 3.0	38.4	18.3		
Other child(c) of married couple or family head	5.9	11.7	10.7	10.2	16.0	17.1	27.7	99.2	55.1		
Other relative of married couple or family head	* 0.7	* 1.8	* 0.8	* 1.3	* 1.2	* 2.8	* 3.2	11.8	60.6		
Not a member of a family	5.8	7.8	9.1	9.7	12.6	9.8	19.2	74.1	47.7		
Living alone	* 1.9	* 2.2	* 2.4	* 2.7	3.9	4.3	11.2	28.6	68.4		
Not living alone	3.9	5.6	6.7	7.1	8.7	5.5	8.0	45.5	34.6		
Total	34.7	52.0	50.5	52.0	71.2	61.5	121.7	443.4	53.3		

(a) Civilians who were residents of households where family status was determined. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: *Labour Force Status and Other Characteristics of Families, Australia, June 1989* (6224.0).

Job vacancies

For a concise definition of a job vacancy see the latest issue of the quarterly publication Job vacancies and overtime, Australia (6354.0). Broadly speaking, a job vacancy is a job available for immediate filling on the survey reference date and for which recruitment action has been taken. Vacancies available only to persons already employed by the organisation are excluded.

The estimated number of job vacancies in Australia at November 1989 on a seasonally adjusted basis was 66,000 a 4.2 per cent decrease on November 1988. In original terms, November 1989 vacancies were estimated at 62,700 - a decrease of 3,900 since November 1989.

The greatest decreases since November 1988 were recorded in Manufacturing (3,400) and Community services (2,100).

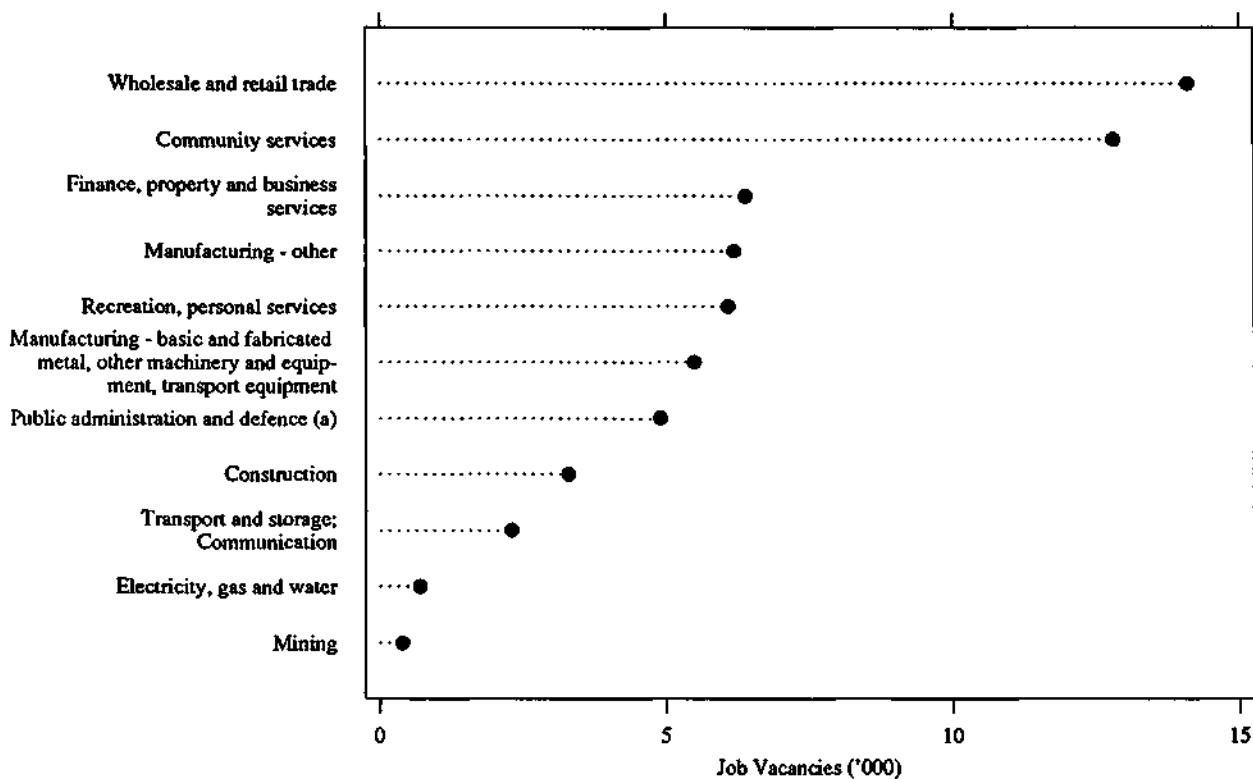
TABLE 4.16. JOB VACANCIES : INDUSTRY, AUSTRALIA
('000)

Industry	1988			1989		
	19 Aug.	18 Nov.	17 Feb.	19 May	18 Aug.	17 Nov.
Manufacturing—	13.3	15.1	14.4	15.4	13.7	11.7
Basic and fabricated metal products, other machinery and equipment, transport equipment	6.5	6.9	6.4	6.8	6.7	5.5
Other manufacturing	6.8	8.2	7.9	8.6	6.9	6.2
Non-manufacturing—						
Electricity, gas and water	0.5	0.8	0.7	0.8	0.7	0.7
Wholesale and retail trade	13.1	15.5	16.1	13.4	13.9	14.1
Transport and storage; Communication	1.8	2.0	*2.3	3.5	*2.2	2.3
Public administration and defence(a)	4.7	4.3	4.7	5.0	5.0	4.9
Community services	14.9	13.2	17.3	14.4	14.7	12.8
Other(b)	17.5	15.8	17.0	20.4	14.1	16.2
Total all industries	65.8	66.6	72.5	73.1	64.3	62.7

(a) Excludes permanent defence forces. (b) Includes Mining; Construction; Finance, property and business services; and Recreation, personal and other services.

Source: *Job Vacancies, Australia* (6231.0).

CHART 4.10. JOB VACANCIES: INDUSTRY, AUSTRALIA, NOVEMBER 1989



(a) Excludes permanent defence forces.

Source: *Job Vacancies and Overtime, Australia* (6345.0)

CHAPTER 5

PERSONS NOT IN THE LABOUR FORCE

Persons not in the labour force represent that group of the population who during a particular week are not employed or unemployed. The main interest here is in their potential to participate in the labour force. In addition to analysing persons not in the labour force by their demographic and family characteristics, attention is also focussed on their degree of attachment to the labour force. This is achieved by the concepts of 'marginal attachment to the labour force' and 'discouraged jobseekers'.

The sources for the statistics in this chapter are the ABS monthly labour force survey and its supplementaries. In particular, a survey of persons not in the labour force is conducted annually to examine the labour force attachments of persons not in the labour force.

Persons Not In the Labour Force

There were 4,878,500 persons not in the labour force in August 1989, 1,619,700 males and 3,258,700 females.

Females comprised 66.8 per cent of persons not in the labour force in August 1989 compared to 72.6 per cent ten years earlier.

In August 1989, 36.3 per cent of persons not in the labour force were aged 65 and over, compared with 30.0 per cent in August 1979.

A survey conducted in September 1989 analysed the characteristics of persons aged 15 to 69 who were not in the labour force. There were 3,567,100 persons not in the labour force, accounting for 30 per cent of the civilian population aged 15 to 69. This proportion is similar to the proportion estimated in March 1988 and September 1988 (31%).

Females comprised some 69 per cent of those not in the labour force, whereas they constituted 41 per cent of persons in the labour force.

Some 75 per cent of women not in the labour force gave home duties/child care as their main activity. This category accounted for 8 per cent of men not in the labour force.

There were approximately the same numbers (about 320,000) of men and women not in the labour force whose main activity was attending an educational institution.

About 37 per cent of males and 4 per cent of females not in the labour force were reported as retired/voluntarily inactive.

Of those persons not in the labour force, approximately one person in three had either last had a job twenty or more years ago, or had never had a job.

Persons Not In the Labour Force who Wanted to Work

The September 1989 survey estimated 994,700 persons aged 15 to 69 who wanted to work but were not in the labour force (i.e. neither employed nor unemployed). The 15 to 24 years age group made up 31 per cent of this number, the 25 to 34 years age group accounted for 26 per cent, while 19 per cent were aged 35 to 44 years.

Of those persons not in the labour force who wanted to work, an estimated 286,300 persons (29%) were neither actively looking for work, nor were available to start work within four weeks.

Discouraged Jobseekers

In September 1989 there were an estimated 76,100 discouraged jobseekers. The lowest percentage of these persons was in the 20 to 24 age group (5%) and the highest percentage was in the 55 to 64 age group with 27 per cent. In previous surveys, these age groups have consistently had the lowest and highest numbers of discouraged jobseekers, respectively.

The estimated number of discouraged jobseekers has declined in each of the last four surveys, with the most prominent decrease occurring for the 35 to 44 year age group.

Persons Not In the Labour Force With Marginal Attachment to the Labour Force

Persons with marginal attachment to the labour force (i.e. persons neither employed nor unemployed who nevertheless reported some attachment to the labour force) numbered 708,400 in September 1989. This represents 20 per cent of all persons aged 15 to 69 not in the labour force. Some 74 per cent of persons with marginal attachment to the labour force were females.

TABLE 5.1 PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE : MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, INTENTION TO LOOK FOR WORK IN THE NEXT TWELVE MONTHS AND TYPE OF WORK PREFERRED, AUSTRALIA, SEPTEMBER 1989
('000)

	<i>Intention to look for work in the next twelve months</i>				<i>Type of work preferred</i>				<i>Total</i>	
	<i>Intended to look</i>	<i>Did not intend to look</i>	<i>Did not know/might look</i>	<i>Not asked(a)</i>	<i>Full-time</i>		<i>Part-time</i>	<i>No preference</i>		
					<i>Full-time</i>	<i>Part-time</i>				
Wanted to work and were actively looking for work	..	..	..	55.3	30.1	23.5	* 1.7	55.3	
Were available to start work within four weeks	..	..	..	27.7	13.3	13.6	* 0.8	27.7	
Were not available to start work within four weeks	..	..	..	27.6	16.8	10.0	* 0.9	27.6	
Wanted to work but were not actively looking for work and were available to start work within four weeks	296.8	190.0	146.1	20.1	150.9	477.4	24.7	653.1		
<i>Main reason for not actively looking for work—</i>										
Had a job to go to(b)	..	..	..	20.1	11.4	7.9	* 0.8	20.1	
Personal reasons	148.6	65.6	60.4	..	76.3	189.5	8.8	274.5		
Own ill health, physical disability, pregnancy	33.2	21.7	24.3	..	24.7	49.8	4.7	79.2		
Attending an educational institution	86.2	17.4	18.4	..	35.7	85.2	* 1.2	122.1		
Had no need to work	10.3	14.0	10.6	..	* 3.6	30.6	* 0.8	34.9		
Give others a chance	* 0.6	* 2.1	* 0.4	..	* 0.0	* 2.8	* 0.3	* 3.1		
Welfare payments/pension may be affected	* 2.7	9.3	* 4.2	..	* 2.5	12.4	* 1.4	16.3		
Moved house/holidays	15.7	* 0.9	* 2.4	..	9.8	8.6	* 0.5	19.0		
Family reasons	82.5	87.4	57.7	..	26.5	194.6	6.4	227.6		
Ill health of other than self	5.5	* 3.0	* 2.9	..	* 2.2	8.6	* 0.5	11.4		
Unable to find suitable childcare	23.9	35.8	14.5	..	11.5	60.7	* 2.1	74.3		
Children too young/preferred to look after children	39.6	34.1	29.1	..	8.5	92.1	* 2.2	102.8		
Other family considerations	13.5	14.5	11.2	..	* 4.3	33.2	* 1.6	39.1		
Discouraged jobseekers	34.5	27.0	14.6	..	20.7	49.1	6.3	76.1		
Considered too young or too old by employers	8.6	16.1	6.0	..	5.7	23.1	* 1.9	30.8		
Difficulties with language or ethnic background	* 1.7	* 1.2	* 0.9	..	* 2.3	* 1.0	* 0.5	* 3.8		
Lacked necessary schooling, training, skills or experience	5.6	* 3.1	* 1.9	..	* 3.1	6.6	* 0.9	10.6		
No jobs in locality or line of work	15.8	5.3	4.6	..	7.7	15.5	* 2.4	25.7		
No jobs at all	* 2.8	* 1.2	* 1.2	..	* 1.8	* 2.8	* 0.6	5.2		
No jobs in suitable hours	6.6	* 1.3	* 2.8	..	* 1.1	9.5	* 0.0	10.6		
Other reasons	20.4	8.2	7.9	..	13.3	21.4	* 1.8	36.4		
Did not know(a)	* 4.3	* 0.6	* 2.8	..	* 1.7	5.4	* 0.6	7.7		
Total	296.8	190.0	146.1	75.4	181.0	500.9	26.4	708.4		

(a) Comprises persons who had a job to go to, persons who took active steps to find work and persons as defined in footnote (b). (b) Includes persons who had a job but, up to the end of the reference week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

Source: *Persons Not in the Labour Force, Australia* (6220.0).

TABLE 5.2. CIVILIAN POPULATION AGED 15 TO 69: LABOUR FORCE STATUS, AUSTRALIA,
MARCH 1986 TO SEPTEMBER 1989
('000)

	March 1986	Sept. 1986	March 1987	March 1988	Sept. 1988	Sept. 1989
MALES						
<i>Civilian population aged 15 to 69</i>	5,533.0	5,590.5	5,654.9	5,764.5	5,829.8	5,977.6
Persons in the labour force	4,543.2	4,570.4	4,632.7	4,711.6	4,718.5	4,872.8
Persons not in the labour force	989.8	1,020.1	1,022.2	1,052.9	1,111.4	1,104.8
With marginal attachment to the labour force	153.9	156.8	163.9	177.6	190.8	186.9
Wanted to work and were actively looking for work	14.0	26.3	12.1	13.3	34.7	25.8
Were available to start work within four weeks	10.0	9.1	10.0	10.8	14.8	12.6
Were not available to start work within four weeks	4.0	17.1	2.1	2.5	19.9	13.2
Wanted to work but were not actively looking for work and were available to start work within four weeks	139.9	130.5	151.8	164.3	156.1	161.1
Discouraged jobseekers	21.8	16.2	22.2	19.5	19.7	18.2
Other	118.1	114.3	129.6	144.8	136.4	142.9
Without marginal attachment to the labour force	835.9	863.3	858.2	875.3	920.6	917.9
Wanted to work but were not actively looking for work and were not available to start work within four weeks	64.1	67.4	54.5	63.1	73.9	76.4
Did not want to work	704.0	731.4	733.3	745.5	782.8	759.1
Permanently unable to work	22.7	23.5	20.0	24.1	26.4	25.3
Institutionalised(a) and boarding school pupils	45.1	41.0	50.5	42.6	37.5	57.0
FEMALES						
<i>Civilian population aged 15 to 69</i>	5,495.3	5,550.8	5,613.0	5,722.5	5,783.8	5,905.8
Persons in the labour force	2,977.6	3,019.5	3,138.4	3,255.1	3,274.7	3,443.5
Persons not in the labour force	2,517.7	2,531.3	2,474.6	2,467.4	2,509.1	2,462.3
With marginal attachment to the labour force	543.5	580.4	532.5	547.4	530.9	521.5
Wanted to work and were actively looking for work	21.1	30.7	19.0	20.3	31.0	29.5
Were available to start work within four weeks	14.9	17.5	13.5	16.1	20.0	15.2
Were not available to start work within four weeks	6.2	13.2	5.5	4.2	11.0	14.4
Wanted to work but were not actively looking for work and were available to start work within four weeks	522.4	549.6	513.4	527.1	499.9	492.0
Discouraged jobseekers	69.8	67.4	72.2	72.5	64.1	57.9
Other	452.6	482.2	441.2	454.6	435.7	434.1
Without marginal attachment to the labour force	1,974.1	1,950.9	1,942.1	1,919.9	1,978.2	1,940.8
Wanted to work but were not actively looking for work and were not available to start work within four weeks	195.6	192.5	177.4	187.2	207.4	209.9
Did not want to work	1,742.7	1,722.4	1,727.6	1,692.4	1,732.9	1,692.0
Permanently unable to work	10.5	12.0	8.8	13.4	10.8	9.8
Institutionalised(a) and boarding school pupils	25.4	24.0	28.3	26.9	27.1	29.2
PERSONS						
<i>Civilian population aged 15 to 69</i>	11,028.3	11,141.3	11,267.9	11,487.0	11,613.6	11,883.4
Persons in the labour force	7,520.8	7,589.9	7,771.2	7,966.8	7,993.2	8,316.3
Persons not in the labour force	3,507.5	3,551.4	3,496.7	3,520.2	3,620.4	3,567.1
With marginal attachment to the labour force	697.4	737.2	696.4	725.0	721.7	708.4
Wanted to work and were actively looking for work	35.2	57.0	31.1	33.6	65.7	55.3
Were available to start work within four weeks	25.0	26.7	23.6	26.9	34.8	27.7
Were not available to start work within four weeks	10.2	30.3	7.6	6.7	30.9	27.6
Wanted to work but were not actively looking for work and were available to start work within four weeks	662.3	680.2	665.3	691.4	656.0	653.1
Discouraged jobseekers	91.5	83.6	94.4	92.0	83.8	76.1
Other	570.7	596.5	570.9	599.4	572.2	577.0
Without marginal attachment to the labour force	2,810.1	2,814.2	2,800.3	2,795.2	2,898.8	2,858.7
Wanted to work but were not actively looking for work and were not available to start work within four weeks	259.6	259.9	231.8	250.3	281.3	286.3
Did not want to work	2,446.6	2,453.8	2,460.9	2,437.8	2,515.7	2,451.1
Permanently unable to work	33.3	35.5	28.8	37.5	37.2	35.1
Institutionalised(a) and boarding school pupils	70.5	65.0	78.8	69.5	64.7	86.2

(a) Includes patients in hospitals and sanatoriums and inmates of reformatories, gaols etc.

Source: *Persons Not in the Labour Force, Australia* (6220.0).

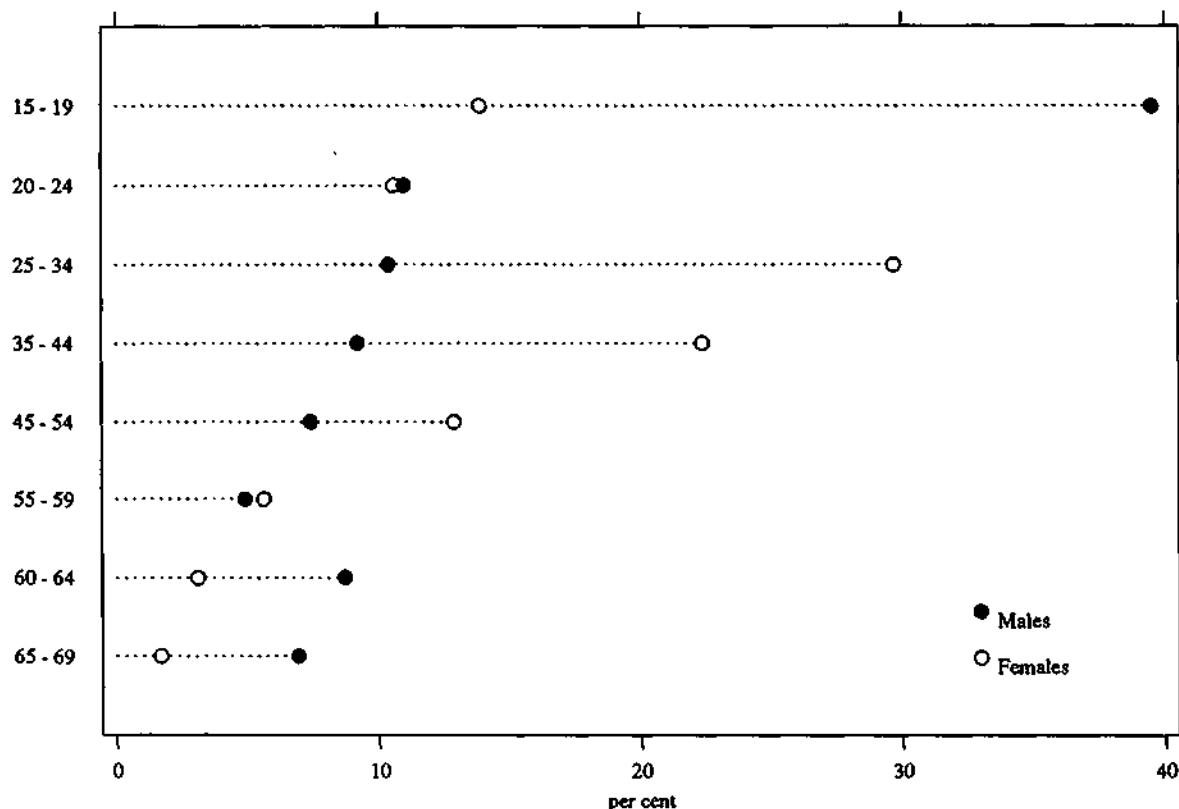
TABLE 5.3. PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE:
MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, AUSTRALIA, MARCH 1986 TO SEPTEMBER 1989
('000)

	March 1986	Sept. 1986	March 1987	March 1988	Sept. 1988	Sept. 1989
MALES						
Wanted to work and were actively looking for work	14.0	26.3	12.1	13.3	34.7	25.8
Wanted to work but were not actively looking for work and were available to start work within four weeks	139.9	130.5	151.8	164.3	156.1	161.1
Main reason for not actively looking for work—						
Had a job to go to(a)	6.8	4.9	8.6	6.6	5.8	8.0
Personal reasons	96.0	93.5	105.7	118.4	110.4	114.7
Family reasons	*3.5	3.8	*3.8	5.7	*4.1	5.1
Discouraged jobseekers	21.8	16.2	22.2	19.5	19.7	18.2
No jobs in suitable hours	*1.0	*1.1	*1.2	*1.3	*2.1	*1.1
Other reasons	9.4	10.4	9.7	11.4	12.5	12.6
Did not know	*1.3	*0.6	*0.8	*1.4	*1.5	*1.5
Total	153.9	156.8	163.9	177.6	190.8	186.9
FEMALES						
Wanted to work and were actively looking for work	21.1	30.7	19.0	20.3	31.0	29.5
Wanted to work but were not actively looking for work and were available to start work within four weeks	522.4	549.6	513.4	527.1	499.9	492.0
Main reasons for not actively looking for work—						
Had a job to go to(a)	15.0	15.6	15.1	17.4	13.4	12.1
Personal reasons	151.5	152.4	153.0	161.7	145.8	159.9
Own ill health, physical disability, pregnancy	36.2	33.3	36.5	42.5	35.0	44.3
Attending an educational institution	57.3	55.5	58.0	65.4	55.7	63.8
Had no need to work	31.0	32.3	27.7	25.6	28.3	25.9
Give others a chance	3.7	6.3	4.6	5.9	*3.6	*2.8
Welfare payments/pension may be affected	14.1	12.7	15.2	12.5	10.5	11.8
Moved house/holidays	9.2	12.2	11.1	9.9	12.6	11.2
Family reasons	237.4	263.3	235.1	236.3	239.2	222.5
Ill health of other than self	12.4	10.8	11.6	11.0	10.6	10.8
Unable to find suitable childcare	69.4	71.9	67.6	79.5	83.1	73.6
Children too young/preferred to look after children	116.0	138.7	116.1	106.8	107.7	102.0
Other family considerations	39.5	42.0	39.7	39.0	37.8	36.1
Discouraged jobseekers	69.8	67.4	72.2	72.5	64.1	57.9
Considered too young or too old by employers	22.5	18.1	25.0	25.0	23.5	22.8
Difficulties with language or ethnic background	4.2	3.1	3.3	5.6	5.3	*3.0
Lacked necessary schooling, training, skills or experience	9.8	8.5	10.4	10.9	12.0	9.0
No jobs in locality or line of work	22.6	27.8	23.7	24.1	17.5	19.3
No jobs at all	10.7	9.7	9.8	7.0	5.7	*3.8
No jobs in suitable hours	16.4	15.4	10.7	13.4	8.6	9.5
Other reasons	24.6	29.7	19.2	21.4	24.1	23.9
Did not know	7.8	5.8	8.2	4.5	4.7	6.2
Total	543.5	580.4	532.5	547.4	530.9	521.5
PERSONS						
Wanted to work and were actively looking for work	35.2	57.0	31.1	33.6	65.7	55.3
Wanted to work but were not actively looking for work and were available to start work within four weeks	662.3	680.2	665.3	691.4	656.0	653.1
Main reason for not actively looking for work—						
Had a job to go to(a)	21.8	20.5	34.7	23.9	19.1	20.1
Personal reasons	247.5	245.9	258.7	280.1	256.2	274.5
Own ill health, physical disability, pregnancy	61.6	55.9	61.1	76.2	69.6	79.2
Attending an educational institution	111.1	106.9	119.8	128.2	111.0	122.1
Had no need to work	37.6	39.6	36.8	32.7	35.9	34.9
Give others a chance	4.3	7.1	5.2	6.4	*3.8	*3.1
Welfare payments/pension may be affected	18.2	18.9	20.4	17.7	16.9	16.3
Moved house/holidays	14.7	17.6	15.3	19.0	19.0	19.0
Family reasons	240.9	267.1	238.9	242.0	243.2	227.6
Ill health of other than self	12.9	11.4	12.9	12.7	12.7	11.4
Unable to find suitable childcare	70.1	72.6	68.2	81.0	83.7	74.3
Children too young/preferred to look after children	117.2	140.2	117.2	108.2	108.3	102.8
Other family considerations	40.6	43.0	40.5	40.2	38.6	39.1
Discouraged jobseekers	91.5	83.6	94.4	92.0	83.8	76.1
Considered too young or too old by employers	33.2	25.5	35.1	35.4	32.5	30.8
Difficulties with language or ethnic background	5.2	3.8	4.2	6.0	6.5	*3.8
Lacked necessary schooling, training, skills or experience	11.5	10.2	12.5	12.6	14.6	10.6
No jobs in locality or line of work	28.2	32.7	31.1	29.7	23.0	25.7
No jobs at all	13.4	11.4	11.6	8.4	7.2	5.2
No jobs in suitable hours	17.5	16.5	11.8	14.7	10.7	10.6
Other reasons	34.0	40.2	28.9	32.8	36.7	36.4
Did not know	9.0	6.4	9.0	5.9	6.3	7.7
Total	697.4	737.2	696.4	725.0	721.7	708.4

(a) Includes persons who had a job but, up to the end of the reference week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

Source: Persons Not in the Labour Force, Australia (6220.0).

CHART 5.1. AGE DISTRIBUTION OF PERSONS WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE BY SEX, AUSTRALIA, SEPTEMBER 1989



Source: Persons Not in the Labour Force, September 1989 (6220.0).

TABLE 5.4. PERSONS NOT IN THE LABOUR FORCE WHO WERE DISCOURAGED JOSEEKERS: AGE, AUSTRALIA, MARCH 1986 TO SEPTEMBER 1989 ('000)

Age group	March 1986	Sept. 1986	March 1987	March 1988	Sept. 1988	Sept. 1989
15-19	7.2	7.1	6.7	7.9	8.0	5.5
20-24	6.0	*2.9	*3.1	*2.7	*3.5	*3.6
25-34	12.7	12.8	11.7	15.3	12.8	10.2
35-44	18.1	18.6	21.8	19.0	15.3	13.9
45-54	18.4	13.9	18.6	15.4	14.8	15.0
55-64	19.7	19.6	23.1	22.3	22.3	20.2
65-69	9.4	8.7	9.4	9.5	7.1	7.7
Total	91.5	83.6	94.4	92.0	83.8	76.1

Source: Persons Not in the Labour Force, Australia (6220.0).

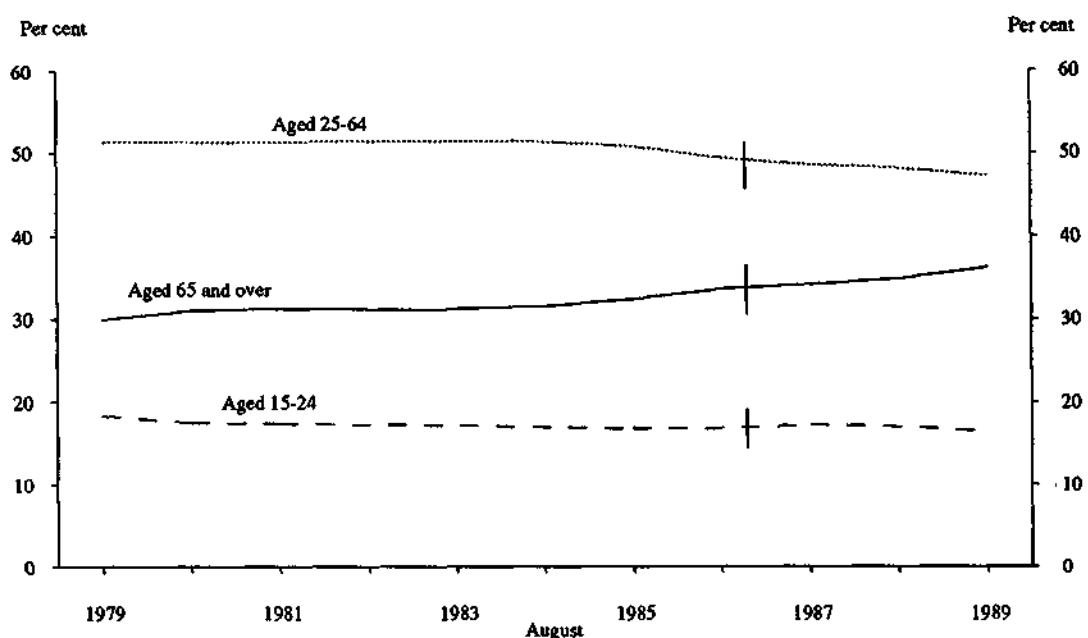
TABLE 5.5. PERSONS NOT IN THE LABOUR FORCE : AGE, AUSTRALIA, AUGUST 1969 TO AUGUST 1989
('000)

August	Age group								70 and over	Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69		
MALES										
1969	214.9	42.3	18.9	18.6	29.8	27.4	53.9	112.1	232.3	750.4
1970	211.8	41.2	20.7	16.5	29.2	26.6	54.8	116.4	231.8	749.0
1971	227.3	47.8	23.4	17.5	35.1	27.7	59.3	120.0	241.5	799.6
1972	234.8	46.1	22.2	18.8	33.2	28.9	60.6	128.2	241.0	813.8
1973	229.9	51.5	22.7	20.9	40.7	35.9	63.5	134.9	247.8	847.9
1974	245.8	57.2	30.8	21.9	45.3	37.8	75.6	148.6	257.5	920.5
1975	242.2	56.9	33.5	25.6	48.4	37.9	87.4	156.9	267.7	956.6
1976	247.1	52.9	33.0	25.4	47.3	42.1	101.1	174.3	277.0	1,000.1
1977	240.4	51.2	34.3	24.3	53.8	45.5	106.3	180.4	288.8	1,024.9
1978	256.2	62.3	46.3	37.1	66.1	62.6	113.8	189.8	303.4	1,137.7
1979	254.6	60.2	49.1	37.9	68.5	64.8	130.0	198.3	314.2	1,177.6
1980	243.6	59.5	53.5	36.4	66.2	61.0	141.6	203.7	327.6	1,193.2
1981	248.0	56.3	56.9	44.5	67.1	69.7	143.5	208.1	342.4	1,236.6
1982	243.6	70.4	63.4	48.2	77.0	78.0	160.5	218.3	355.3	1,314.6
1983	271.0	69.0	57.2	52.1	74.5	82.0	183.2	216.3	373.8	1,379.2
1984	267.6	71.0	62.1	57.1	78.1	89.0	190.6	216.7	386.6	1,418.8
1985	280.8	68.6	70.2	57.8	79.4	90.7	198.3	219.8	403.9	1,469.5
1986(a)	284.2	72.2	67.3	65.2	80.9	93.2	193.2	233.9	419.3	1,509.4
1987	299.5	69.7	71.3	66.4	87.2	96.8	186.9	243.6	434.2	1,565.4
1988	311.7	65.1	85.0	71.7	109.1	98.9	190.2	257.5	444.8	1,633.9
1989	288.9	72.1	72.1	84.8	100.8	92.9	182.2	268.3	457.6	1,619.7
FEMALES										
1969	232.0	191.4	476.7	428.5	420.0	211.4	205.0	183.7	382.4	2,731.1
1970	234.4	201.3	472.8	408.8	412.5	215.2	208.6	185.9	388.7	2,728.1
1971	253.9	218.2	499.2	381.8	409.3	218.5	213.0	187.3	402.0	2,783.1
1972	249.0	214.1	523.4	379.9	401.4	216.5	222.1	195.1	410.1	2,811.6
1973	259.5	214.4	515.9	366.5	401.6	215.8	230.5	203.7	418.9	2,826.8
1974	268.4	208.1	519.9	357.1	410.8	212.7	241.1	207.5	426.3	2,851.8
1975	255.1	201.1	529.8	350.7	408.7	216.9	247.6	217.1	432.6	2,859.6
1976	276.0	194.9	549.1	352.9	389.9	222.6	252.8	223.3	448.4	2,909.8
1977	264.5	184.4	541.7	351.2	390.3	229.3	252.1	232.2	458.6	2,904.3
1978	270.8	197.8	553.9	350.2	394.7	247.2	263.7	251.6	499.3	3,029.1
1979	288.0	188.6	574.9	358.5	395.9	269.5	264.3	263.6	513.8	3,117.0
1980	260.1	181.1	558.9	357.2	386.3	263.2	268.2	267.0	529.7	3,071.7
1981	272.6	188.7	571.9	378.3	375.7	260.5	284.3	271.8	550.8	3,154.6
1982	276.8	197.0	570.6	402.3	372.8	275.3	301.2	275.8	571.0	3,242.8
1983	270.2	193.4	588.8	421.2	381.4	267.7	303.3	280.8	592.3	3,299.1
1984	279.6	186.8	568.9	429.1	374.0	270.9	316.5	273.6	620.5	3,319.9
1985	281.5	173.8	542.3	417.3	377.6	272.3	323.7	282.3	642.7	3,313.6
1986(a)	287.1	165.7	520.4	397.8	351.9	263.8	321.1	293.3	665.2	3,266.3
1987	315.0	157.8	507.1	399.3	354.8	254.4	320.1	301.8	681.2	3,291.4
1988	303.1	156.6	514.6	384.9	351.6	248.4	315.4	317.2	696.8	3,288.6
1989	295.5	148.1	482.6	376.3	346.7	244.2	318.1	331.3	715.9	3,258.7
PERSONS										
1969	446.9	233.7	495.6	447.2	449.8	238.8	258.9	295.8	614.7	3,481.5
1970	446.2	242.5	493.5	425.3	441.6	241.8	263.5	302.2	620.4	3,477.1
1971	481.1	266.0	522.6	399.3	444.5	246.3	272.3	307.4	643.4	3,582.7
1972	483.9	260.2	545.6	398.7	434.5	245.3	282.7	323.3	651.1	3,625.3
1973	489.3	265.9	538.6	387.4	442.4	251.7	294.0	338.6	666.8	3,674.7
1974	514.2	265.3	550.7	379.1	456.0	250.4	316.8	356.1	683.8	3,772.3
1975	497.3	258.0	563.3	376.3	457.1	254.8	335.0	374.0	700.3	3,816.2
1976	523.1	247.8	582.0	378.2	437.2	264.7	353.9	397.6	725.4	3,909.8
1977	504.9	235.5	576.0	375.5	444.1	274.8	358.4	412.7	747.4	3,929.2
1978	527.0	260.1	600.2	387.4	460.8	309.7	377.5	441.4	802.6	4,166.8
1979	542.5	248.8	624.1	396.3	464.5	334.2	394.3	462.0	828.0	4,294.6
1980	503.7	240.7	612.4	393.6	452.5	324.2	409.8	470.8	857.3	4,264.9
1981	520.7	244.9	628.8	422.8	442.8	330.2	427.9	479.9	893.2	4,391.2
1982	520.4	267.4	634.0	450.5	449.7	353.3	461.7	494.1	926.3	4,557.4
1983	541.2	262.4	646.1	473.3	455.9	349.7	486.5	497.1	966.2	4,678.3
1984	547.2	257.8	631.0	486.2	452.1	359.9	507.2	490.3	1,007.2	4,378.7
1985	562.2	242.5	612.6	475.2	457.0	363.1	522.0	502.0	1,046.5	4,783.1
1986(a)	571.3	237.9	587.7	463.0	432.8	357.0	514.3	527.0	1,084.5	4,775.7
1987	614.5	227.5	578.4	465.7	441.9	351.1	517.0	545.3	1,115.4	4,856.8
1988	614.8	221.7	599.6	456.6	460.7	347.3	505.5	574.8	1,141.5	4,922.5
1989	584.4	220.2	554.7	461.0	447.5	337.1	500.3	599.6	1,173.5	4,878.5

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 5.2. PERSONS NOT IN THE LABOUR FORCE BY AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986.
See Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 5.6. PERSONS NOT IN THE LABOUR FORCE(a) : FAMILY STATUS, AUSTRALIA, JUNE 1989

	Males	Females	Persons	Males	Females	Persons
	— '000 —			— per cent —		
Member of a family	1,186.8	2,433.4	3,620.3	23.2	47.0	35.1
Husband or wife	812.7	1,795.0	2,607.6	21.5	48.5	34.9
With dependents present	112.1	784.9	897.0	5.7	41.1	23.2
Without dependents present	700.5	1,010.1	1,710.6	38.7	56.5	47.5
Sole parent	5.5	140.9	146.4	14.6	48.1	44.3
Other family head	23.2	121.0	144.2	32.3	64.8	55.8
Full-time student aged 15-24(b)	263.7	244.8	508.5	67.0	61.4	64.2
Other child(c) of married couple or family head	50.1	38.9	89.0	6.6	8.2	7.3
Other relative of married couple or family head	31.6	92.9	124.6	34.2	71.3	55.9
Not a member of a family	218.3	506.0	724.4	24.6	52.9	39.3
Living alone	165.4	453.1	618.5	36.4	71.3	56.7
Not living alone	52.9	52.9	105.8	12.3	16.4	14.1
Total	1,405.1	2,939.5	4,344.6	23.4	47.9	35.8

(a) Civilians who were residents of households where family status was determined. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: *Labour Force Status and Other Characteristics of Families, June 1989* (6224.0).

Transition from Education to Work

Between May 1984 and May 1989, there was an increase of 14 per cent (101,100) in the number of males aged 15 to 64 not in the labour force, while those in this group attending an educational institution increased by 18 per cent (54,100). During the same period the number of females aged 15 to 64 not in the labour force decreased by 9 per cent (214,000) but, within this group, the change in the number attending an educational institution went against this trend with an increase of 13 per cent (43,400). Most of the increase in those attending an educational institution was accounted for by those attending school — males 10.6 percent (21,100), females 12.6 per cent (23,000).

TABLE 5.7. PERSONS AGED 15 TO 64 NOT IN THE LABOUR FORCE(a) : WHETHER ATTENDING AN EDUCATIONAL INSTITUTION AND TYPE OF EDUCATIONAL INSTITUTION ATTENDING,
AUSTRALIA, MAY 1983 TO MAY 1989

Type of educational institution attending	May 1983	May 1984	May 1985	May 1986	May 1987	May 1988	May 1989
MALES							
Attending	282.0	293.3	303.7	301.1	330.0	353.7	347.4
School	195.1	199.3	212.3	205.0	229.0	235.7	220.1
University	44.6	46.4	42.8	39.4	49.8	52.8	53.3
CAE	18.5	20.2	24.2	25.5	20.8	26.2	31.9
TAFE/Technical College	18.8	20.4	20.1	22.5	24.2	31.2	27.8
Other	5.0	6.9	4.4	8.7	6.2	7.8	9.0
Not attending	413.8	416.5	449.2	464.2	468.9	476.8	463.5
Total	695.9	709.7	752.9	765.3	798.9	830.5	810.8
FEMALES							
Attending	328.2	335.9	336.7	336.5	371.5	391.8	379.3
School	186.7	182.8	191.4	187.2	214.0	214.3	205.3
University	38.7	41.9	36.2	37.4	36.4	43.0	49.2
CAE	29.1	30.4	28.9	26.4	37.7	40.7	34.6
TAFE/Technical College	48.2	54.2	60.6	58.8	63.2	70.6	61.2
Other	25.5	26.6	19.6	26.7	20.2	23.2	28.7
Not attending	2,009.0	2,009.9	1,990.5	1,872.6	1,848.4	1,814.7	1,752.4
Total	2,328.2	2,345.8	2,327.2	2,209.1	2,219.9	2,206.5	2,131.8

(a) Excludes persons in institutions and persons permanently unable to work. Estimates may therefore differ from those shown in other tables and charts.

Source: *Transition from Education to Work, Australia, May 1989* (6227.0).

TABLE 5.8. PERSONS NOT IN THE LABOUR FORCE, AGED 15 TO 64 WHO ATTENDED SCHOOL IN THE YEAR PRIOR TO THE SURVEY: TYPE OF ATTENDANCE AT SCHOOL IN PREVIOUS YEAR, WHETHER ATTENDING AN EDUCATIONAL INSTITUTION, TYPE OF EDUCATIONAL INSTITUTION ATTENDING, AND TYPE OF ATTENDANCE IN CURRENT YEAR,
AUSTRALIA, MAY 1984 TO MAY 1989

Type of attendance at school in previous year	Whether attending in current year	Type of educational institution attending in current year	Type of attendance in current year	May 1984	May 1985	May 1986	May 1987	May 1988	May 1989
Full-time									
	Attending			422.8	446.2	435.5	492.5	499.4	482.8
		School	Full-time	377.8	401.3	388.2	440.7	446.3	422.9
			Part-time	*0.0	*0.0	*0.1	*0.0	*0.5	*0.1
			Total	377.8	401.3	388.3	440.7	446.9	423.1
		Tertiary	Full-time	43.9	44.0	46.3	51.0	51.3	58.5
			Part-time	*1.1	*0.8	*0.9	*0.8	*1.3	*1.2
			Total	45.0	44.8	47.2	51.8	52.5	59.8
	Not attending			10.3	8.1	12.4	12.4	9.5	12.1
	Total			433.1	454.3	448.0	504.9	508.9	494.9
Part-time									
	Attending			*2.8	*0.8	*1.7	*1.5	*1.4	*2.2
	Not attending			*3.2	4.1	3.7	*2.1	*2.9	*1.3
	Total			6.0	4.9	5.4	3.6	4.3	3.5
Total									
	Attending			425.7	447.0	437.2	494.0	500.8	485.1
		School	Full-time	377.8	401.3	388.4	440.7	446.6	422.9
			Part-time	*1.6	*0.5	*0.9	*0.2	*0.7	*0.7
			Total	379.4	401.8	389.3	440.9	447.3	423.6
		Tertiary	Full-time	44.7	44.2	46.6	51.9	52.1	59.0
			Part-time	*1.6	*1.0	*1.4	*1.2	*1.4	*2.5
			Total	46.3	45.2	48.0	53.1	53.5	61.4
	Not attending			13.4	12.2	16.2	14.5	12.5	13.3
	Total			439.1	459.2	453.4	508.5	513.2	498.4

(a) Excludes persons in institutions and persons permanently unable to work.

Source: *Transition from Education to Work, Australia, May 1989* (6227.0)

CHAPTER 6

AWARD RATES, EARNINGS, INCOME, LABOUR COSTS, AND EMPLOYMENT BENEFITS

The concept of a total return for labour includes wages, salaries, payment in kind and fringe benefits. Emphasis is given to wages and salaries and such statistics produced by the ABS are usually referred to as earnings.

In this chapter, statistics are presented on trends in award rates of pay, levels and movements in earnings, their composition and distribution and the contribution of earnings to total income. Statistics on employment benefits are also included.

Award Rates of Pay Indexes

Award rates of pay indexes are based on minimum rates of pay fixed by law, agreement or arbitration. Unlike the statistics of earnings which show the relative *levels* and *trends* over time for industries, full-time and part-time males and females, the indexes of minimum weekly and hourly rates of pay are designed to measure only the relative *trends* in award rates for full-time adult males and females.

Indexes of minimum weekly and hourly award rates of pay cover all full-time adult wage and salary earners whose minimum rates of pay are normally varied in accordance with awards, determinations and collective agreements. The indexes are based on weights derived from the May 1985 Survey of Employee Earnings and Hours and therefore do not reflect any subsequent effects of compositional changes in the labour force or in industry structure.

A new series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. The rebased series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to date industry and occupation structure than the previous series.

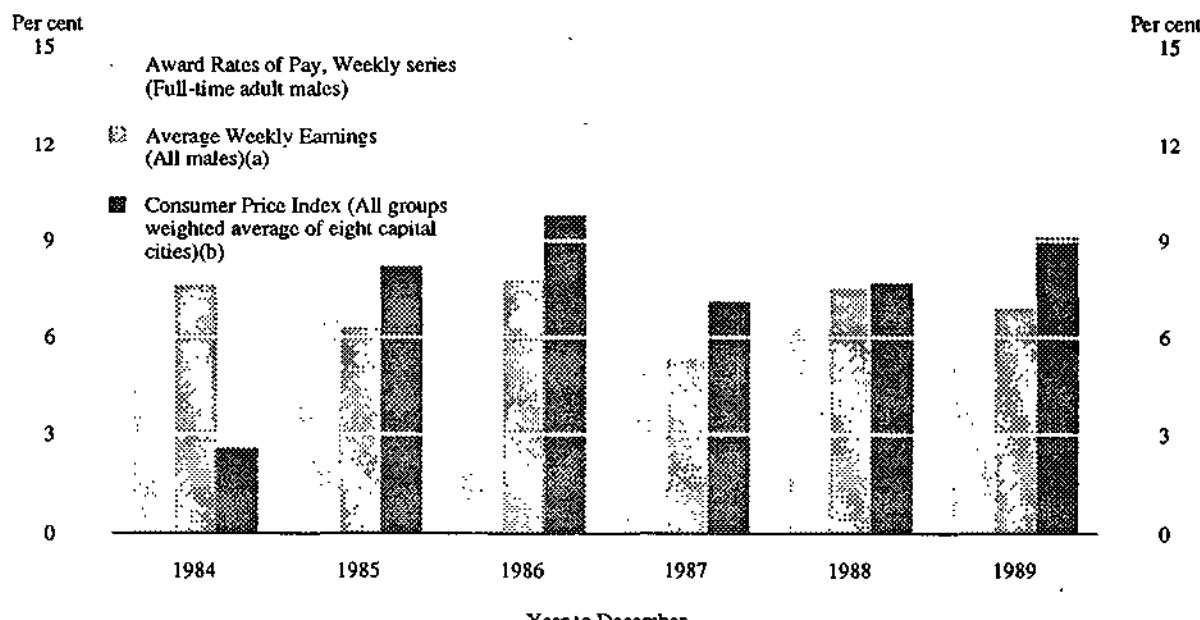
Over the 12 months to December 1989, the weekly award rates of pay indexes rose by 5.1 per cent for full-time adult males and 5.2 per cent for full-time adult females.

For full-time adult males and full-time adult females the largest movements over the period occurred in the Wholesale and retail trade industry (6.6% and 7.3% respectively) and in the Manufacturing industry (6.4% and 6.7% respectively).

In terms of occupation groups, the largest increases were for full-time adult male Salespersons and personal service workers (6.1%) and Tradespersons (5.9%) and for full-time adult female Plant and machine operators, and drivers (7.2%) and Tradespersons (6.7%).

The following chart shows the annual change in award rates of pay, average weekly earnings and consumer price index. Between December 1988 and 1989, the Consumer Price Index (CPI) increased by 7.8 per cent. During the same period weekly award rates of pay increased by 5.1 per cent (full-time adult male wage and salary earners), while average weekly total earnings for full-time adult males increased by 6.6 per cent.

CHART 6.1. AWARD RATES OF PAY, AVERAGE WEEKLY EARNINGS AND CONSUMER PRICE INDEX: ANNUAL CHANGE, AUSTRALIA



(a) Year to November (b) Year to December quarter

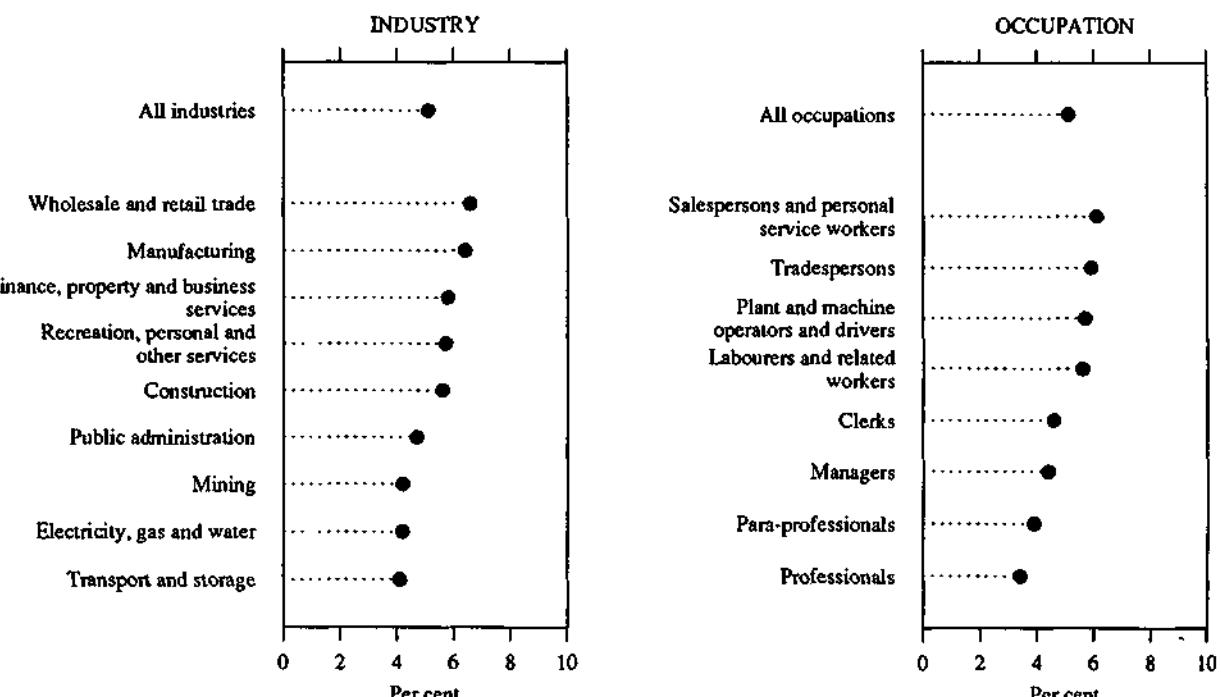
Source: Award Rates of Pay Indexes (6312.0);
Average Weekly Earnings, States and Australia (6302.0);
Consumer Price Index, Australia (6401.0).

TABLE 6.1. AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : AUSTRALIA
(Base : June 1985 = 100.0)

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1987—						
January	106.4	106.9	106.6	106.5	107.0	106.6
February	106.4	106.9	106.6	106.5	107.0	106.7
March	109.7	110.3	109.9	109.8	110.5	110.0
April	109.7	110.3	109.9	109.8	110.5	110.0
May	109.7	110.4	109.9	109.8	110.9	110.2
June	109.7	110.4	109.9	109.8	110.9	110.2
July	109.7	110.4	109.9	109.9	111.0	110.2
August	109.8	110.5	110.0	110.0	111.1	110.3
September	110.1	110.5	110.3	110.3	111.2	110.6
October	110.4	110.8	110.6	110.6	111.4	110.9
November	110.6	111.1	110.8	110.8	111.7	111.1
December	111.5	111.9	111.6	111.7	112.6	112.0
1988—						
January	111.6	112.2	111.8	111.9	113.1	112.3
February	113.9	114.7	114.2	114.2	115.7	114.7
March	114.2	115.0	114.5	114.5	116.0	115.0
April	114.3	115.1	114.6	114.6	116.2	115.1
May	114.4	115.2	114.6	114.7	116.3	115.2
June	114.5	115.4	114.8	114.8	116.5	115.3
July	114.8	115.9	115.1	115.0	116.9	115.6
August	114.9	116.0	115.2	115.2	117.0	115.7
September	117.7	118.7	118.0	118.0	119.9	118.6
October	118.2	119.3	118.6	118.6	120.5	119.2
November	118.3	119.5	118.7	118.7	120.7	119.3
December	118.5	119.9	118.9	118.9	121.1	119.6
1989—						
January	118.9	120.1	119.3	119.3	121.4	120.0
February	119.0	120.2	119.4	119.4	121.5	120.1
March	121.4	122.7	121.8	122.0	124.1	122.6
April	121.8	123.2	122.2	122.3	124.6	123.0
May	121.9	123.3	122.3	122.5	124.9	123.2
June	121.9	123.4	122.4	122.5	125.0	123.3
July	122.1	123.6	122.5	122.7	125.2	123.5
August	122.2	123.6	122.6	122.8	125.2	123.5
September	122.8	124.2	123.2	123.5	125.9	124.2
October	123.5	124.7	123.9	124.2	126.4	124.9
November	124.2	125.3	124.6	124.9	127.0	125.6
December	124.6	126.1	125.1	125.3	127.9	126.1

Source: Award Rates of Pay Indexes, Australia (6312.0).

CHART 6.2. AWARD RATES OF PAY INDEXES : FULL-TIME ADULT EMPLOYEES,
ANNUAL PERCENTAGE CHANGE, AUSTRALIA,
DECEMBER 1988 TO DECEMBER 1989



Source: Award Rates of Pay Indexes, Australia (6312.0).

**TABLE 6.2. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : INDUSTRY,
AUSTRALIA, DECEMBER
(Base : June 1985 = 100.0)**

<i>Industry</i>	<i>Males</i>			<i>Females</i>		
	1987	1988	1989	1987	1988	1989
Mining	114.1	121.8	126.9	112.8	121.3	126.5
Manufacturing	112.1	119.2	126.8	111.8	120.9	129.0
Food, beverages, tobacco	111.0	117.7	124.4	111.1	118.5	124.8
Textiles; Clothing, footwear	110.9	122.5	131.2	111.7	124.1	133.4
Paper, paper products, printing and publishing	111.5	119.4	125.8	111.8	120.2	127.0
Metal products, machinery and equipment	112.5	118.8	126.6	112.8	119.9	128.6
Basic metal products	111.7	117.5	125.3	111.4	117.4	125.3
Fabricated metal products;						
Other machinery and equipment	113.3	119.5	127.9	112.7	120.1	128.6
Transport equipment	112.1	118.9	125.9	113.2	120.0	129.5
Other manufacturing(a)	112.9	121.4	130.0	111.8	121.6	130.4
Electricity, gas and water	111.1	116.5	121.4	111.9	117.3	121.8
Construction	111.8	118.6	125.3	111.4	118.8	125.1
Wholesale and retail trade	111.0	118.6	126.4	110.5	118.7	127.4
Wholesale trade	111.7	119.6	126.9	110.9	119.4	126.7
Retail trade	110.5	117.6	125.8	110.3	118.4	127.8
Transport and storage	111.4	118.5	123.3	111.6	118.2	123.4
Communication	113.2	118.8	123.5	114.6	120.5	126.1
Finance, property and business services	110.1	116.7	123.5	110.3	117.6	124.1
Public administration and defence(b)	110.9	118.1	123.6	114.1	119.9	126.8
Community services	110.6	117.8	121.8	112.7	121.0	125.4
Recreation, personal and other services	110.6	118.2	124.9	110.4	117.8	125.2
All industries(c)	111.5	118.5	124.6	111.9	119.9	126.1

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing. (b) Excludes employees in the defence forces.

(c) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Source: *Award Rates of Pay Indexes, Australia* (6312.0).

**TABLE 6.3. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : OCCUPATION,
AUSTRALIA, DECEMBER
(Base : June 1985 = 100.0)**

<i>Occupation</i>	<i>Males</i>			<i>Females</i>		
	1987	1988	1989	1987	1988	1989
Managers and administrators	110.2	117.0	122.1	111.4	119.0	125.3
Professionals	110.2	117.0	121.0	110.8	118.3	122.0
Building professionals and engineers	110.5	117.0	121.6	111.3	117.2	121.9
Health, diagnostic and treatment practitioners	109.6	117.1	120.8	111.0	118.6	122.8
Teachers and instructors	110.1	117.0	120.1	110.8	118.4	121.6
Business professionals	110.2	116.7	122.1	111.1	118.1	124.2
Other professionals	110.3	117.3	122.0	110.7	118.3	122.6
Para-professionals	111.1	118.0	122.6	116.2	125.5	130.4
Engineering, building associates and technicians	111.2	117.5	123.1	112.2	118.2	124.7
Registered nurses	116.4	124.6	128.2	118.9	129.5	134.2
Police	111.2	117.5	120.3	111.7	116.6	119.7
Other para-professionals	110.4	117.9	122.8	111.2	119.0	124.1
Tradespersons	111.9	118.6	125.6	111.7	119.1	127.1
Metal	112.8	119.1	126.8	112.7	120.4	128.7
Electrical and electronic	112.0	118.0	124.2	115.1	120.9	128.9
Building	112.0	118.3	125.1	112.0	119.3	129.0
Vehicle	111.2	118.2	125.4	112.0	118.3	124.9
Other	111.1	119.2	125.9	110.7	118.4	126.4
Clerks	111.6	118.3	123.8	111.6	119.0	125.4
Stenographers	111.2	118.5	124.0	111.5	118.5	124.9
Receptionists	111.9	118.5	123.7	111.7	119.6	126.0
Other clerks	111.6	118.3	124.0	111.5	119.0	125.6
Salespersons and personal service workers	110.5	118.0	125.2	112.2	120.4	127.8
Salespersons	110.3	117.6	125.2	110.2	117.9	126.4
Personal service workers	112.7	121.6	125.7	115.9	125.3	130.4
Plant and machine operators, and drivers	111.7	119.1	125.9	111.9	122.9	131.7
Rail and road transport drivers	111.2	119.0	125.8	111.6	118.3	126.2
Machine operators	112.2	120.1	128.0	112.0	123.3	132.3
Other plant and machine operators, and drivers	111.8	118.8	125.0	111.5	118.3	124.5
Labourers and related workers	111.9	119.1	125.8	111.7	119.2	126.0
Trades assistants and factory hands	112.4	119.6	127.1	112.6	120.2	128.8
Construction and mining labourers	112.1	118.8	124.9	112.7	119.0	126.2
Cleaners	111.5	119.1	125.4	110.6	117.1	121.2
Other labourers	111.2	118.8	124.8	111.3	119.2	125.3
All occupation groups	111.5	118.5	124.6	111.9	119.9	126.1

Source: *Award Rates of Pay Indexes, Australia* (6312.0).

Average Weekly Earnings

Average weekly earnings statistics are produced from surveys of employers conducted quarterly and annually. The quarterly average weekly earnings series provides information on average weekly earnings for males and females; ordinary time earnings and total earnings for full-time adults; and total earnings for all employees.

In addition to the average weekly earnings statistics obtained from the quarterly survey of employers, statistics on the distribution and composition of earnings are obtained from a survey of employers conducted annually in May from 1974 to 1981, in 1983, and annually again from 1985.

Statistics which show (at each level of weekly earnings) the number of employees by age, occupation and full-time and part-time status are obtained from a survey conducted in August each year. This survey is a supplement to the ABS monthly labour force survey.

For the 12 months to November 1989, average weekly ordinary time earnings for full-time adult males increased by 6.7 per cent to \$547.00 and for full-time adult females by 6.5 per cent to \$454.50.

During this period, average weekly ordinary time earnings for full-time adults increased at a faster rate in the private sector (7.8 per cent) compared to the public sector (4.6 per cent).

There are many factors which may give rise to increases in average weekly earnings, although the major influences are increases to award rates of pay as a result of National Wage Case decisions. In the year to November 1989 the National Wage Case decisions that have had an influence on the estimates were:

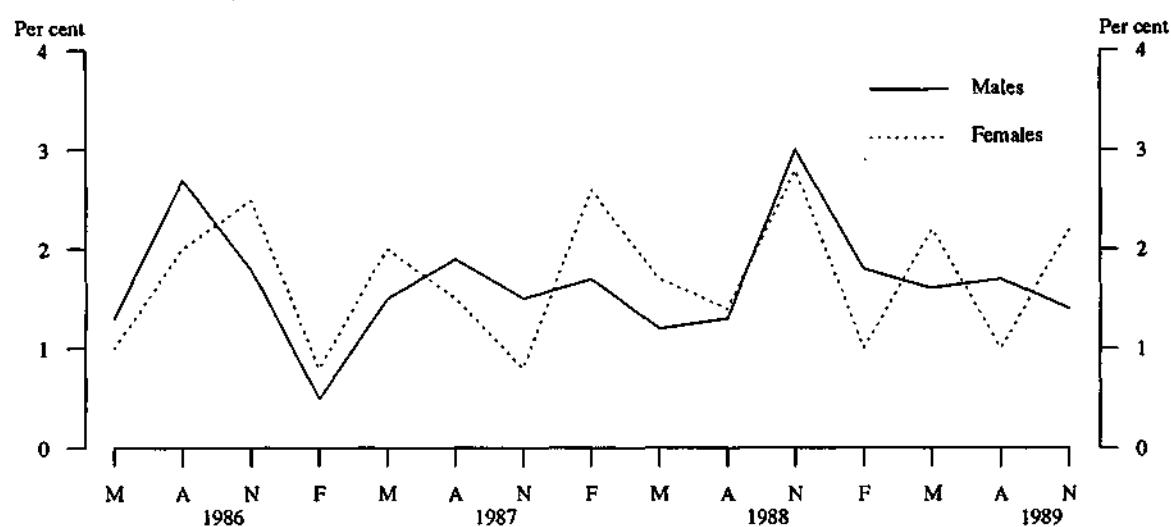
- the continued flow through of the 3 per cent increase awarded in August 1988.
- the \$10 per week decision awarded as a second instalment in the August 1988 decision and payable from March 1989.
- flow-through of the increase handed down in August 1989 and payable from 1 September 1989. This decision allowed for an increase of \$15.00 (or 3 per cent, whichever is greater) for skilled workers, \$12.50 for semi skilled workers and \$10.00 for unskilled workers.

Average weekly earnings vary across industries. In November 1988, the average weekly earnings for full-time adult non-managerial male employees was highest in the mining industry (\$749.60) and lowest in the retail trade industry (\$422.80) and for female employees was highest in the mining industry (\$523.90) and lowest in the retail trade industry (\$349.00).

Average weekly earnings also vary considerably across occupations, with earnings generally reflecting associated skills levels. In May 1988, for example, full-time adult managers and administrators had estimated average weekly earnings of \$673.10, while labourers and related workers had the lowest average weekly earnings of any occupation group (\$412.60).

The relative distribution of earnings for all male and all female employees reveals a concentration of females in the lower earnings ranges, with males predominating in the higher earnings ranges. The distribution pattern reflects structural differences in employment, such as the concentration of females in lower paid industries and occupations, and the significantly higher levels of average male overtime earnings.

CHART 6.3. AVERAGE WEEKLY ORDINARY TIME EARNINGS:
QUARTERLY PERCENTAGE CHANGE, FULL-TIME ADULTS, AUSTRALIA



Source: *Average Weekly Earnings, States and Australia* (6302.0).

TABLE 6.4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME NON-MANAGERIAL EMPLOYEES,
AUSTRALIA, MAY 1988

	Adult		Junior	
	Males		Females	
	WEEKLY EARNINGS(\$)			
Award or agreed base rate of pay	432.90		395.80	222.00
Payment by measured result	6.90		1.30	*1.40
Overaward and other pay	9.60		4.50	3.30
Total ordinary time	449.40		401.60	226.70
Overtime	50.90		11.70	14.70
Total	500.30		413.30	241.40
PERCENTAGE OF EARNINGS				
Award or agreed base rate of pay	86.5		95.8	92.0
Payment by measured result	1.4		0.3	0.6
Overaward and other pay	1.9		1.1	1.4
Total ordinary time	89.8		97.2	93.9
Overtime	10.2		2.8	6.1
Total	100.0		100.0	100.0

Source: *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0).

TABLE 6.5. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR :
FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA, MAY 1988

	Average weekly total earnings (\$)						Average weekly hours paid for					
	Average weekly ordinary time earnings											
	Award or agreed base rate of pay	Payment by measured result	Over- award and other pay	Total ordinary time	Overtime	Total						
PRIVATE												
Adult—												
Males	406.40	10.60	13.50	430.50	62.80	493.30	38.1	3.6	4.7			
Females	360.70	2.10	7.40	370.20	13.50	383.70	37.9	0.9	38.8			
PUBLIC												
Adult—												
Males	474.80	1.00	3.40	479.20	32.00	511.20	37.5	1.6	39.1			
Females	445.30	*0.20	0.50	445.90	9.00	454.90	37.1	0.5	37.6			
TOTAL												
Adult—												
Males	432.90	6.90	9.60	449.40	50.90	500.30	37.9	2.8	40.7			
Females	395.80	1.30	4.50	401.60	11.70	413.30	37.6	0.7	38.3			

Source: *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0).

TABLE 6.6. AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES,
OCCUPATION, AUSTRALIA, MAY 1988
(dollars)

	Average weekly total earnings					
	Adult males		Adult females		Adult persons	
	Full-time	All	Full-time	All	Full-time	All
Managers and administrators	694.80	688.80	561.00	526.30	673.10	660.10
Professionals	668.70	623.40	542.60	448.90	620.40	546.50
Para-professionals	586.80	570.20	515.10	425.00	565.20	510.80
Tradespersons	483.10	476.50	353.20	287.20	475.70	459.80
Clerks	478.90	464.70	393.30	339.10	423.30	375.70
Salespersons and personal service workers	474.00	408.40	376.10	263.70	428.70	320.40
Plant and machine operators, and drivers	510.10	487.70	333.30	304.40	484.90	458.10
Labourers and related workers	434.80	393.80	344.20	247.20	412.60	337.90
All occupations	532.50	504.10	422.70	336.10	497.10	434.60

Source: *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0).

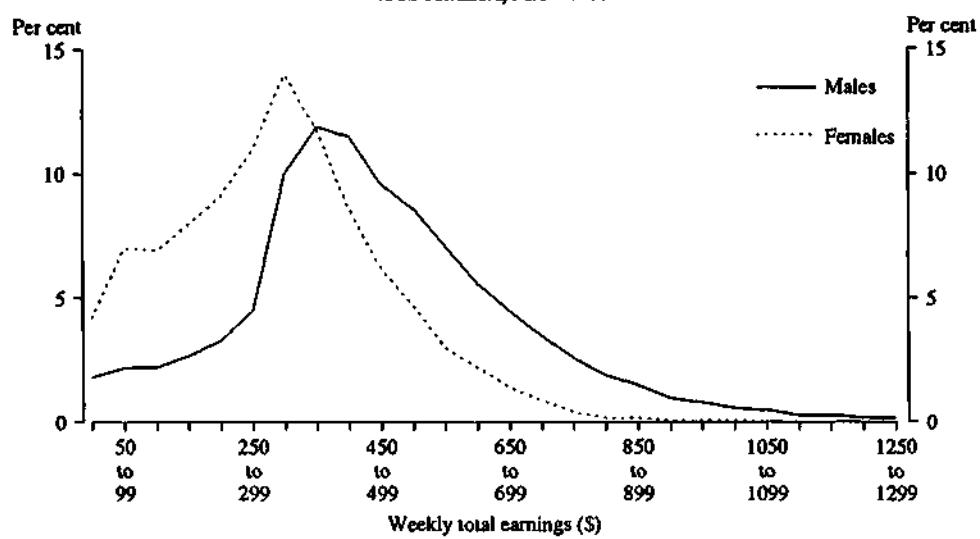
TABLE 6.7. AVERAGE WEEKLY EARNINGS OF EMPLOYEES(a), AUSTRALIA

Reference period— pay period ending on or before	Males		Females		Persons		
	Full-time adults		Full-time adults		Full-time adults	Full-time adults	All employees
	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings
—dollars—							
<i>1988—</i>							
19 February	485.70	522.40	474.90	402.20	412.20	315.30	458.80
20 May	491.40	532.40	481.70	409.20	419.50	316.40	464.80
19 August	497.80	538.80	486.20	415.00	426.40	319.60	470.90
18 November	512.70	558.90	505.20	426.80	439.60	328.70	484.90
<i>1989—</i>							
17 February	521.90	563.70	511.60	431.30	443.30	334.80	492.30
19 May	530.40	576.60	519.10	440.80	453.80	339.00	501.10
18 August	539.30	585.00	527.10	446.00	459.30	342.10	508.40
17 November	547.00	595.90	540.00	454.50	467.60	349.30	516.60
<i>Change—</i>	— per cent —						
<i>Quarterly</i>							
<i>1988—</i>							
February	1.7	1.2	1.1	2.6	2.6	2.9	1.9
May	1.2	1.9	1.4	1.7	1.8	0.3	1.3
August	1.3	1.2	0.9	1.4	1.6	1.0	1.3
November	3.0	3.7	3.9	2.8	3.1	2.8	3.0
<i>1989—</i>							
February	1.8	0.9	1.3	1.0	0.9	1.8	1.5
May	1.6	2.3	1.5	2.2	2.4	1.3	1.8
August	1.7	1.5	1.5	1.2	1.2	0.9	1.5
November	1.4	1.9	2.5	1.9	1.8	2.1	1.6
<i>Annual</i>							
<i>1988—</i>							
February	6.9	7.1	6.8	7.1	7.3	8.3	6.8
May	6.5	7.0	6.8	6.8	6.7	5.8	6.6
August	5.8	6.8	6.4	6.7	7.1	5.7	6.0
November	7.4	8.2	7.5	8.9	9.4	7.2	7.7
<i>1989—</i>							
February	7.5	7.9	7.7	7.2	7.6	6.2	7.3
May	7.9	8.3	7.8	7.7	8.2	7.2	7.8
August	8.3	8.6	8.4	7.5	7.7	7.0	8.0
November	6.7	6.6	6.9	6.5	6.4	6.3	6.6

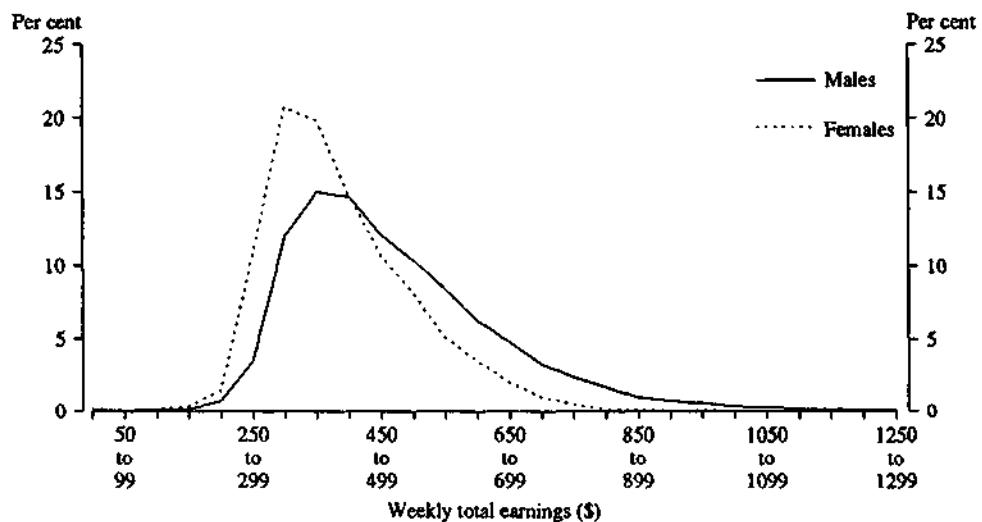
(a) Refers to all employees engaged in full-time and part-time employment.

Source: *Average Weekly Earnings, States and Australia* (6302.0).

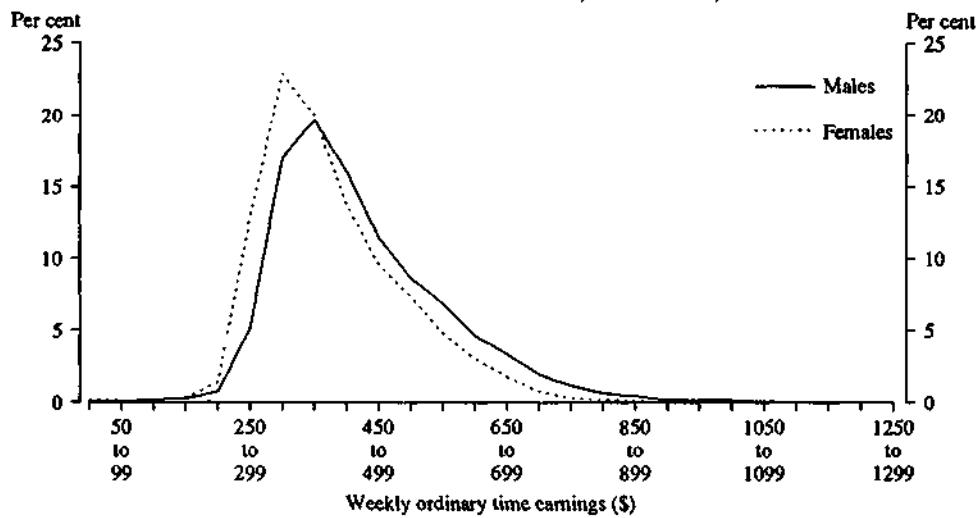
**CHART 6.4. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF ALL EMPLOYEES
AUSTRALIA, MAY 1988**



**CHART 6.5. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF FULL-TIME
ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1988**



**CHART 6.6. WEEKLY ORDINARY TIME EARNINGS: DISTRIBUTION OF FULL-TIME
ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1988**



Source: *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0).

TABLE 6.8. AVERAGE WEEKLY EARNINGS : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA
NOVEMBER 1983 TO NOVEMBER 1988(a)

	1983	1984	1985	1986	1987	1988
MALES						
Mining	535.30	607.40	629.40	675.40	720.80	749.60
Manufacturing	362.10	386.30	415.10	437.40	467.10	512.60
Food, beverages and tobacco	366.20	381.40	397.60	429.40	450.30	496.90
Textiles; Clothing and footwear	331.30	334.60	366.10	400.70	435.90	477.10
Paper, paper products, printing and publishing	378.00	430.20	451.80	482.50	532.00	558.00
Chemical, petroleum and coal products	392.80	429.50	453.00	504.90	511.70	601.40
Metal products, machinery and equipment	367.30	390.40	422.50	443.40	471.10	520.70
Basic metal products	399.10	427.40	464.80	499.00	531.10	578.70
Fabricated metal products; Other machinery and equipment	357.10	375.10	406.90	427.30	445.40	502.40
Transport equipment	360.30	391.10	419.40	431.30	470.10	506.00
Other manufacturing	333.30	356.70	392.60	398.80	436.70	473.70
Electricity, gas and water	412.80	447.00	456.10	493.90	510.30	546.90
Construction	373.50	425.10	443.60	482.90	499.30	567.40
Wholesale trade	338.30	358.90	399.40	419.10	440.10	461.00
Retail trade	280.70	315.90	336.30	358.80	376.90	422.80
Transport and storage	394.10	423.30	443.70	{ 482.00	518.40	546.50
Communication		423.30	443.70		445.00	464.50
Finance, property and business services	367.90	386.20	415.10	448.70	501.00	536.50
Public administration and defence	400.00	424.70	444.20	{ 429.00	450.70	492.30
Community services		308.90	345.20		491.00	509.00
Recreation, personal and other services	308.90	345.20	368.50	400.20	420.50	443.70
Total all industries	374.00	405.50	428.70	456.00	481.90	522.30
FEMALES						
Mining	366.30	383.20	415.40	427.90	465.20	523.90
Manufacturing	265.10	289.40	306.20	329.80	345.40	378.50
Food, beverages and tobacco	288.70	298.10	320.50	346.40	363.40	396.40
Textiles; Clothing and footwear	239.60	253.80	269.70	298.60	297.30	334.00
Paper, paper products, printing and publishing	280.50	313.40	327.20	349.00	392.40	406.20
Chemical, petroleum and coal products	291.90	317.20	338.50	353.80	370.00	446.40
Metal products, machinery and equipment	265.30	306.20	317.80	335.20	355.90	384.70
Basic metal products	311.30	334.00	354.50	387.40	409.50	446.40
Fabricated metal products; Other machinery and equipment	258.50	307.00	309.60	326.00	348.10	375.60
Transport equipment	268.70	293.10	325.30	340.80	357.70	387.40
Other manufacturing	256.10	270.00	295.30	321.60	340.40	365.10
Electricity, gas and water	311.40	345.30	361.90	383.20	394.00	433.10
Construction	264.30	326.70	336.40	363.20	374.50	411.60
Wholesale trade	273.00	301.40	325.50	351.40	380.90	400.80
Retail trade	233.40	273.10	288.50	310.50	320.30	349.00
Transport and storage	337.10	355.30	374.50	{ 391.90	407.90	429.30
Communication		355.30	374.50		389.40	399.80
Finance, property and business services	282.20	310.90	338.10	365.30	390.10	429.30
Public administration and defence	337.10	362.20	381.30	{ 409.40	404.90	452.40
Community services		263.50	293.00		435.70	473.90
Recreation, personal and other services	299.30	329.20	348.70	372.50	393.90	429.20
Total all industries	299.30	329.20	348.70	372.50	393.90	429.20
PERSONS						
Mining	523.00	591.30	613.80	657.30	702.70	728.30
Manufacturing	337.70	362.10	389.90	411.80	436.50	479.10
Food, beverages and tobacco	345.70	360.00	379.30	409.70	428.60	471.30
Textiles; Clothing and footwear	268.10	275.60	301.50	343.70	352.50	391.60
Paper, paper products, printing and publishing	345.70	396.60	414.50	440.30	489.30	516.50
Chemical, petroleum and coal products	363.60	395.80	421.40	459.20	465.50	555.70
Metal products, machinery and equipment	351.10	375.90	407.80	427.30	452.70	496.30
Basic metal products	392.50	419.80	456.40	490.60	521.90	568.10
Fabricated metal products; other machinery and equipment	336.00	359.70	389.00	407.80	425.00	472.60
Transport equipment	350.20	378.30	409.20	420.90	456.10	488.50
Other manufacturing	319.70	341.80	375.10	383.20	418.30	450.50
Electricity, gas and water	405.20	439.00	448.30	484.40	499.70	536.50
Construction	362.50	418.20	435.30	472.70	489.50	555.70
Wholesale trade	319.80	342.50	378.10	398.70	423.50	445.70
Retail trade	261.90	300.00	318.10	339.80	353.90	392.90
Transport and storage	385.00	411.60	432.10	{ 470.20	504.00	528.10
Communication		411.60	432.10		432.50	450.30
Finance, property and business services	320.60	348.90	378.90	406.30	441.50	481.20
Public administration and defence	367.40	392.40	411.70	{ 414.30	434.90	478.60
Community services		289.20	323.70		442.70	466.00
Recreation, personal and other services	348.30	380.00	402.60	427.80	451.60	489.90

(a) Surveys conducted from October 1973 to October 1980 were based on a sample framework of payroll taxpayers and other sources. Surveys conducted in October 1981, and from November 1982, were based on samples drawn from the ABS register of businesses. See Technical Notes for further information.

Source: *Average Earnings and Hours of Employees, Australia* (6304.0).

**TABLE 6.9. AVERAGE WEEKLY ORDINARY TIME EARNINGS : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES,
INDUSTRIES, AUSTRALIA, NOVEMBER 1983 TO NOVEMBER 1988(a)**
(dollars)

Industry	1983	1984	1985	1986	1987	1988
MALES						
Mining	459.10	521.60	530.00	571.90	604.90	616.30
Manufacturing	318.70	335.40	352.90	370.30	392.80	426.70
Food, beverages and tobacco	312.90	323.00	340.00	360.10	379.00	410.70
Textiles; Clothing and footwear	302.20	298.70	315.00	320.70	342.80	388.60
Paper, paper products, printing and publishing	336.10	381.60	393.90	416.80	461.10	475.10
Chemical, petroleum and coal products	347.80	380.80	390.40	434.70	448.90	516.00
Metal products, machinery and equipment	326.00	338.90	356.20	376.60	349.90	433.20
Basic metal products	350.70	370.70	392.40	421.80	447.40	479.00
Fabricated metal products; Other machinery and equipment	316.10	325.20	343.20	353.50	461.20	413.20
Transport equipment	325.10	340.20	352.90	383.80	436.60	430.90
Other manufacturing	289.20	310.40	332.80	337.50	352.90	391.00
Electricity, gas and water	382.30	406.40	416.60	458.00	465.70	501.70
Construction	336.40	382.40	393.00	425.00	432.60	475.70
Wholesale trade	316.50	334.60	367.70	383.40	411.30	423.20
Retail trade	267.70	298.50	316.80	337.40	353.70	390.10
Transport and storage	} 358.80	381.70	396.70	427.60	461.20	469.10
Communication		369.80	393.60	418.40	436.60	471.60
Finance, property and business services	354.10	371.50	399.70	431.20	477.50	513.00
Public administration and defence	} 384.90	373.00	391.20	414.60	432.80	470.10
Community services		428.40	447.60	469.90	488.70	524.70
Recreation, personal and other services	292.60	320.40	346.40	375.70	394.70	415.00
<i>Total all industries</i>	343.70	369.10	387.20	412.10	434.60	465.60
FEMALES						
Mining	327.50	356.70	385.70	407.80	437.50	485.90
Manufacturing	251.80	272.00	286.80	306.20	323.00	347.40
Food, beverages and tobacco	270.00	274.70	294.10	312.00	331.40	353.30
Textiles; Clothing and footwear	230.10	244.10	258.50	278.00	284.10	315.90
Paper, paper products, printing and publishing	264.10	300.10	311.40	328.80	375.80	380.30
Chemical, petroleum and coal products	281.80	302.20	314.00	337.60	351.20	421.00
Metal products, machinery and equipment	250.80	281.60	293.30	311.80	326.50	350.20
Basic metal products	295.60	317.30	333.90	363.60	383.90	413.40
Fabricated metal products; Other machinery and equipment	244.10	282.90	285.80	302.90	318.90	341.70
Transport equipment	254.30	263.70	297.20	316.60	326.00	350.40
Other manufacturing	246.60	267.80	279.20	297.80	318.00	330.40
Electricity, gas and water	307.00	337.30	354.30	375.90	383.60	421.20
Construction	260.10	321.90	332.10	357.70	367.10	402.60
Wholesale trade	265.50	292.60	315.70	342.20	366.80	383.50
Retail trade	227.10	263.60	279.00	301.70	310.00	336.30
Transport and storage	} 320.80	316.80	340.70	372.90	382.80	399.60
Communication		355.10	363.60	368.20	378.10	415.10
Finance, property and business services	278.10	306.50	332.10	358.20	381.00	420.60
Public administration and defence	} 333.40	332.70	355.20	378.60	398.90	444.60
Community services		363.50	381.70	404.40	430.80	467.90
Recreation, personal and other services	253.80	278.40	297.60	323.30	344.50	354.60
<i>Total all industries</i>	292.60	320.40	339.30	362.20	382.90	415.50

(a) Surveys conducted from October 1973 to October 1980 were based on a sample framework of payroll taxpayers and other sources. Surveys conducted in October 1981, and from November 1982, were based on samples drawn from the ABS register of businesses. See Technical Notes for further information.

Source: *Average Earnings and Hours of Employees, Australia* (6304.0)

Weekly Earnings of Employees

The increase in employees' mean weekly earnings in the twelve months to August 1989, was \$29. Since August 1983 mean weekly earnings have increased from \$288 to \$423. (Note: Care should be exercised when comparing mean weekly earnings with estimates of average weekly earnings included in *Average Weekly Earnings, States and Australia (6302.0)*).

The mean weekly earnings from all jobs for females continues to be lower than that recorded by males, \$325 compared to \$495. Females represented 42 per cent of all employees in August 1989.

Part-time employment has grown by 55 per cent since August 1983. However, increases in mean weekly earnings were markedly different. Female part-time employees received a 49 per cent increase in mean weekly earnings since 1983, compared with their male counterparts whose mean weekly earnings increased by only 9 per cent.

An estimated 86 per cent of male employees were employed as permanent full-time in their main (or only) job at August 1989. Their median weekly earnings from their main job was \$470. By comparison 56 per cent of female employees were permanent full-time in their main job, with median weekly earnings from their main job of \$384.

One in four female employees working in their main job at August 1989 did so as casual part-timers, with median weekly earnings of \$127. The equivalent male earnings was \$94, and this form of employment accounted for only 6 per cent of all male employees.

In August 1989, 78 per cent of employees worked on a full-time basis in their main job, with mean weekly earnings of \$484.

Mean weekly earnings in main job varied according to occupation major group with Managers and administrators earning \$649, Professionals earning \$637, Salespersons and personal service workers earning \$412 and Labourers and related workers earning \$401.

Mean weekly earnings in main job also varied according to industry division with employees in the mining industry earning more than those in other industries.

An estimated 199,000 employees worked in a second wage and salary job at August 1989 of which females represented 52 per cent. The mean weekly earnings of all employees from their second job was \$85, while for male and female employees it was \$98 and \$75 respectively.

Males aged between 35 and 44 years had mean weekly earnings of \$595, the highest of the age groups tabulated. For males aged 15 to 19 years, mean weekly earnings were \$253 and for males aged 60 and over the mean was \$492. By comparison, females aged 25 to 34 years recorded the highest mean weekly earnings (\$457) of the age group earnings tabulated.

**TABLE 6.10. ALL EMPLOYEES : MEAN WEEKLY EARNINGS BY FULL-TIME AND PART-TIME STATUS,
AUSTRALIA, AUGUST 1983 TO AUGUST 1989**

	Full-time employees			Part-time employees			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	MEAN WEEKLY EARNINGS								
							<u>—dollars—</u>		
1983	341	267	318	156	127	133	331	219	288
1984	367	286	342	163	137	142	356	234	308
1985	395	305	367	164	151	153	382	251	329
1986	420	333	392	153	158	157	404	271	350
1987	446	355	417	160	169	168	427	285	368
1988	477	379	445	167	185	181	457	306	394
1989	521	411	485	170	189	185	495	326	423
							<u>—'000—</u>		
							<u>EMPLOYEES</u>		
1983	3,008.7	1,320.6	4,329.3	174.7	684.0	858.7	3,183.4	2,004.5	5,187.9
1984	3,064.4	1,379.0	4,443.4	176.0	738.8	914.8	3,240.4	2,117.4	5,358.2
1985	3,110.7	1,433.5	4,544.2	188.1	780.7	968.8	3,298.8	2,214.2	5,513.0
1986	3,162.6	1,495.0	4,657.6	198.4	827.3	1,025.7	3,361.0	2,322.4	5,683.4
1987	3,172.2	1,506.5	4,678.7	227.0	911.9	1,138.9	3,399.2	2,418.4	5,817.6
1988	3,317.8	1,603.1	4,920.9	225.7	955.3	1,181.0	3,543.5	2,558.4	6,101.9
1989	3,468.5	1,698.1	5,166.6	268.8	1,062.0	1,330.8	3,737.3	2,760.1	6,497.4

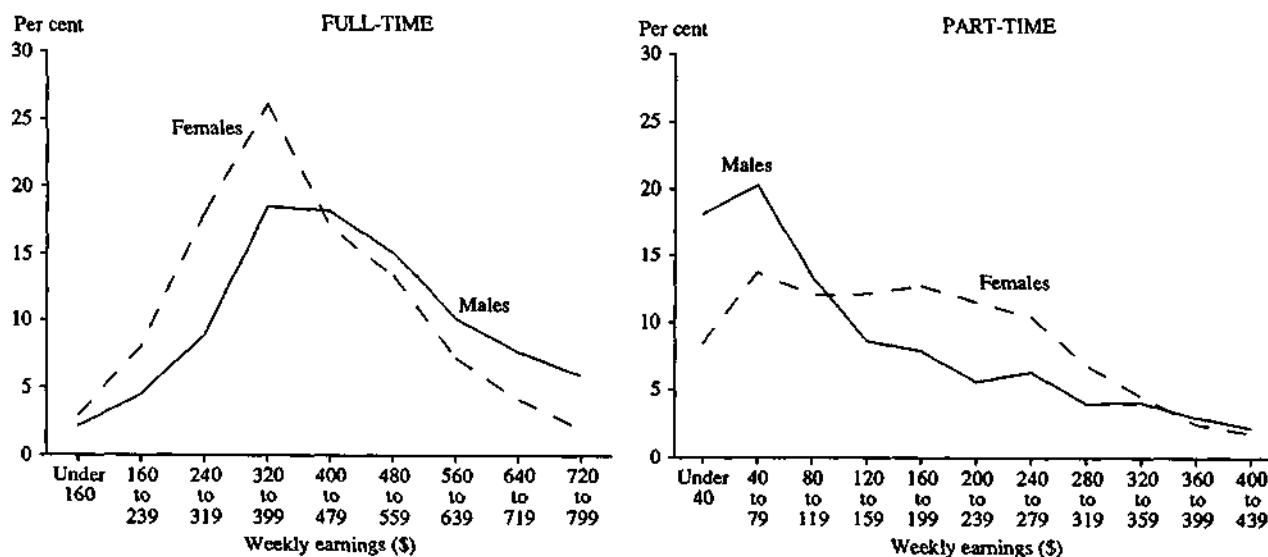
Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

TABLE 6.11. OCCUPATION AND INDUSTRY AND MEAN WEEKLY EARNINGS FROM MAIN JOB OF ALL EMPLOYEES IN MAIN JOB WHO WORKED FULL-TIME IN THEIR MAIN JOB, AUSTRALIA, AUGUST 1989

	<i>Males</i>		<i>Females</i>		<i>Persons</i>	
	('000)	(dollars)	('000)	(dollars)	('000)	(dollars)
TOTAL	3,436.2	519	1,663.5	409	5,099.7	484
<i>Occupation—</i>						
Managers and administrators	356.6	670	60.8	528	417.4	649
Professionals	463.8	680	251.0	558	714.8	637
Para-professionals	222.4	583	119.0	493	341.4	551
Tradespersons	865.3	453	69.5	335	934.9	444
Clerks	282.5	476	647.3	389	929.9	416
Salespersons and personal service workers	267.3	477	276.7	348	544.0	412
Plant and machine operators and drivers	409.0	503	72.2	337	481.2	478
Labourers and related workers	569.1	423	167.0	325	736.1	401
<i>Industry—</i>						
Agriculture, forestry, fishing and hunting	82.6	381	13.4	294	96.0	369
Mining	87.0	748	9.3	542	96.2	728
Manufacturing	828.5	491	245.4	375	1,073.8	465
Electricity, gas and water	102.1	536	9.5	395	111.6	524
Construction	323.9	515	22.0	381	345.9	506
Wholesale and retail trade	604.6	460	310.2	356	914.7	425
Transport and storage	252.9	540	56.6	427	309.5	520
Communication	100.0	493	29.7	393	129.7	470
Finance, property and business services	333.9	604	278.4	412	612.3	517
Public administration and defence	192.0	533	99.7	448	291.7	504
Community services	401.1	578	484.3	464	885.4	515
Recreation, personal and other services	127.8	469	105.0	357	232.8	418

Source: *Weekly Earnings of Employees (Distribution), Australia* (6310.0).

CHART 6.7. ALL EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES AND WEEKLY EARNINGS, AUSTRALIA, AUGUST 1989



Source: *Weekly Earnings of Employees (Distribution), Australia* (6310.0).

Total Labour Costs

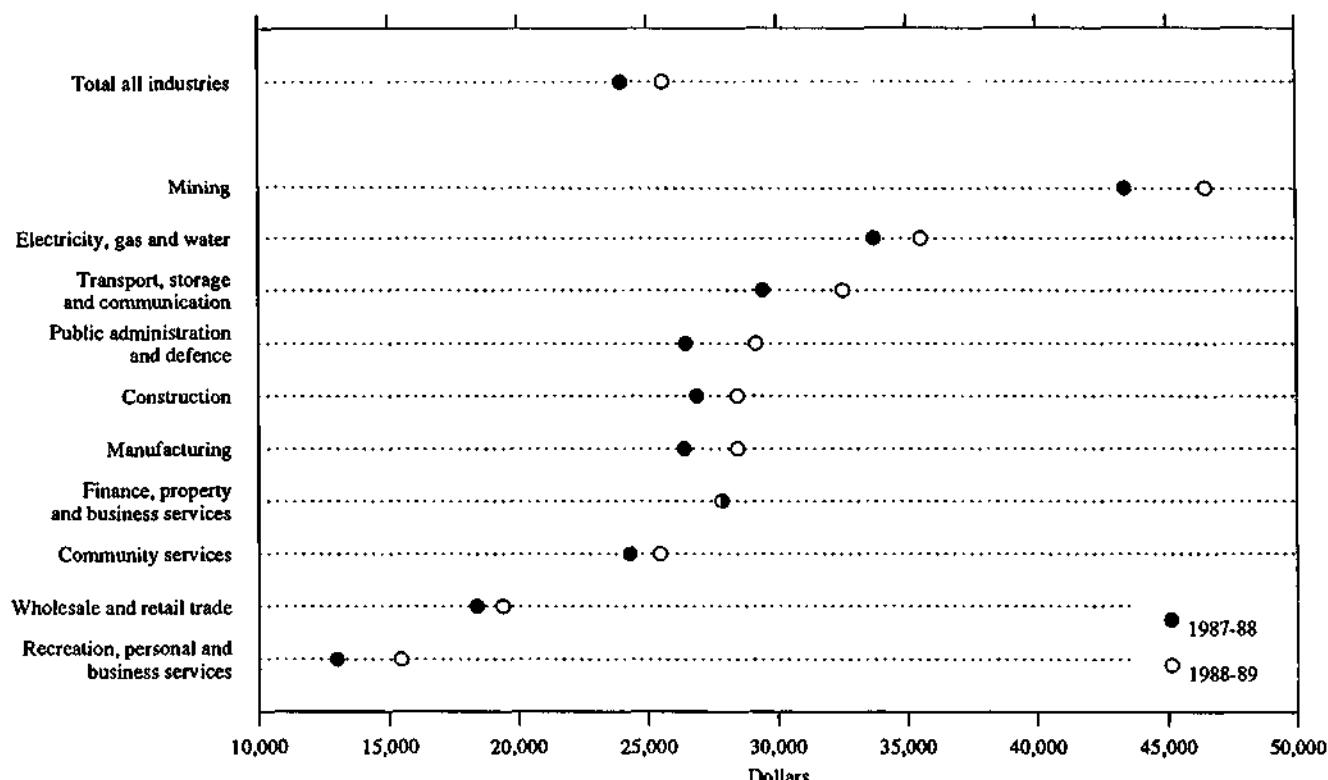
Major labour costs statistics are produced from an annual survey of employers. This survey was conducted in respect of both private and public sector employees for the third time in 1989 and collected information on the costs incurred by employers for : gross wages and salaries; severance, termination and redundancy payments; superannuation; workers' compensation; payroll tax; and fringe benefits tax for the year ended 30 June 1989.

Total major labour costs per employee increased by 6.7 per cent between 1987-88 and 1988-89. For the 1988-89 year, total major labour costs per employee, incurred by private sector employers, were lowest in Tasmania (\$21,682 per employee) and Queensland (\$21,695 per employee) and highest in New South Wales (\$24,823 per employee). In comparison total major labour costs per employee incurred by public sector employers, were lowest in Tasmania (\$27,178 per employee) and highest in the Australian Capital Territory (\$35,152 per employee).

At a total State/Territory level Queensland showed the highest amount of change (an increase of 10.3%) in the total major labour costs paid per employee between the 1987-88 and 1988-89 years.

Earnings comprised 89.3 per cent of the total major labour costs incurred in 1988-89. The remaining 10.7 per cent, other labour costs, comprised payroll tax 3.2 per cent, superannuation 4.7 per cent, workers' compensation 2.2 per cent and fringe benefits tax 0.6 per cent. At an industry level, other labour costs as a proportion of total major labour costs were found to be highest in the Electricity, Gas and Water industry (17.8%) and lowest in the Recreation, Personal and Other Services industry (6.8%).

**CHART 6.8. AVERAGE TOTAL MAJOR LABOUR COSTS PER EMPLOYEE, BY INDUSTRY,
AUSTRALIA, 1987-88 AND 1988-89**



Source: *Major Labour Costs, Australia* (6348.0).

TABLE 6.12. TOTAL LABOUR COSTS: TYPE OF LABOUR COST, STATES AND SECTOR
Total Costs (\$ million)

Type of labour cost	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
PRIVATE									
<i>Earnings</i>	1986-87	28,796	19,225	9,255	5,820	6,606	1,722	552	718 72,694
	1987-88	33,170	24,416	9,697	6,703	7,238	1,908	654	809 84,596
	1988-89	35,066	27,080	13,116	7,057	7,464	2,054	797	948 93,582
Other labour costs	1986-87	3,463	2,110	770	625	678	148	54	71 7,919
	1987-88	3,773	2,771	798	720	765	178	65	75 9,146
	1988-89	3,685	3,046	1,075	752	808	195	67	101 9,730
Payroll tax	1986-87	1,207	829	289	177	238	58	18	18 2,834
	1987-88	1,338	1,031	290	205	258	67	20	22 3,230
	1988-89	1,363	1,155	405	234	294	79	24	30 3,583
Superannuation	1986-87	1,068	667	284	191	201	49	11	26 2,497
	1987-88	1,226	887	280	233	235	65	18	26 2,969
	1988-89	1,140	900	379	242	231	66	16	41 3,014
Workers' compensation	1986-87	964	496	152	231	190	34	19	24 2,109
	1987-88	914	625	169	242	203	33	18	22 2,227
	1988-89	875	711	214	237	218	39	19	26 2,338
Fringe benefits tax	1986-87	224	118	45	27	49	6	5	3 479
	1987-88	295	229	59	41	70	12	9	4 719
	1988-89	307	*281	77	39	65	12	9	5 795
<i>Total major labour costs</i>	1986-87	32,259	21,336	10,025	6,445	7,284	1,870	606	789 80,613
	1987-88	36,943	27,188	10,493	7,423	8,003	2,086	719	884 93,741
	1988-89	38,751	30,126	14,191	7,810	8,271	2,249	864	1,049 103,312
PUBLIC									
<i>Earnings</i>	1986-87	13,300	10,300	5,586	3,406	3,370	1,182	574	1,848 39,566
	1987-88	14,386	10,778	5,981	3,679	3,692	1,251	560	1,939 42,266
	1988-89	15,086	11,530	6,294	3,844	3,891	1,269	601	1,983 44,897
Other labour costs	1986-87	1,698	1,714	705	450	335	119	64	191 5,275
	1987-88	2,021	1,899	771	514	418	117	72	226 6,037
	1988-89	2,375	1,982	886	611	445	133	79	333 6,844
Payroll tax	1986-87	476	340	172	95	56	17	26	4 1,186
	1987-88	415	365	179	100	61	18	22	10 1,170
	1988-89	498	457	215	120	81	24	27	18 1,440
Superannuation	1986-87	879	999	459	251	199	83	25	150 3,045
	1987-88	1,250	1,141	509	277	266	78	32	173 3,724
	1988-89	1,477	1,153	573	367	259	86	33	259 4,206
Workers' compensation	1986-87	319	356	63	97	74	17	5	33 964
	1987-88	310	372	62	126	80	19	6	39 1,013
	1988-89	356	340	76	113	93	20	9	52 1,060
Fringe benefits tax	1986-87	24	18	12	6	7	2	8	4 81
	1987-88	46	21	20	11	11	3	11	4 129
	1988-89	45	32	21	11	13	3	10	4 139
<i>Total major labour costs</i>	1986-87	14,998	12,013	6,291	3,856	3,705	1,301	638	2,039 44,841
	1987-88	16,407	12,676	6,752	4,193	4,110	1,368	632	2,165 48,302
	1988-89	17,461	13,512	7,180	4,455	4,336	1,402	680	2,316 51,341
PRIVATE AND PUBLIC									
<i>Earnings</i>	1986-87	42,096	29,525	14,841	9,226	9,976	2,903	1,126	2,566 112,260
	1987-88	47,556	35,194	15,679	10,382	10,930	3,159	1,214	2,748 126,861
	1988-89	50,152	38,610	19,410	10,901	11,354	3,323	1,397	2,931 138,078
Other labour costs	1986-87	5,161	3,824	1,475	1,075	1,012	267	118	262 13,194
	1987-88	5,795	4,670	1,568	1,234	1,184	294	137	300 15,182
	1988-89	6,061	5,029	1,961	1,363	1,253	328	146	434 16,574
Payroll tax	1986-87	1,683	1,169	461	272	293	76	44	22 4,019
	1987-88	1,753	1,395	469	305	318	85	43	32 4,401
	1988-89	1,861	1,612	620	354	374	102	51	48 5,023
Superannuation	1986-87	1,947	1,666	743	442	400	132	36	176 5,542
	1987-88	2,476	2,027	789	509	501	143	50	198 6,694
	1988-89	2,616	2,053	952	609	490	152	48	299 7,219
Workers' compensation	1986-87	1,282	852	215	328	263	51	25	57 3,073
	1987-88	1,224	997	230	368	283	52	24	61 3,240
	1988-89	1,232	1,051	290	350	312	59	27	77 3,397
Fringe benefits tax	1986-87	248	137	56	33	56	8	13	7 559
	1987-88	341	250	79	52	81	15	20	9 848
	1988-89	352	*314	98	50	77	15	20	9 935
<i>Total major labour costs</i>	1986-87	47,256	33,349	16,316	10,301	10,989	3,170	1,244	2,828 125,454
	1987-88	53,350	39,864	17,247	11,616	12,113	3,454	1,351	3,049 142,943
	1988-89	56,212	43,639	21,371	12,264	12,607	3,651	1,544	3,364 154,653

Source: Major Labour Costs, Australia (6348.0).

TABLE 6.13. TOTAL LABOUR COSTS: TYPE OF LABOUR COST, STATES AND SECTOR
Costs as a Percentage of Total Labour Costs (per cent)

Type of labour cost	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
PRIVATE									
<i>Earnings</i>	1986-87	89.3	90.1	92.3	90.3	90.7	92.1	91.1	91.0
	1987-88	89.8	89.8	92.4	90.3	90.4	91.5	90.9	91.6
	1988-89	90.5	89.9	92.4	90.4	90.2	91.3	92.2	90.4
Other labour costs	1986-87	10.7	9.9	7.7	9.7	9.3	7.9	8.9	9.0
	1987-88	10.2	10.2	7.6	9.7	9.6	8.5	9.1	8.5
	1988-89	9.5	10.1	7.6	9.6	9.8	8.7	7.8	9.6
Payroll tax	1986-87	3.7	3.9	2.9	2.7	3.3	3.1	2.9	2.3
	1987-88	3.6	3.8	2.8	2.8	3.2	3.2	2.8	2.5
	1988-89	3.5	3.8	2.9	3.0	3.6	3.5	2.8	3.5
Superannuation	1986-87	3.3	3.1	2.8	3.0	2.8	2.6	1.9	3.3
	1987-88	3.3	3.3	2.7	3.1	2.9	3.1	2.5	2.9
	1988-89	2.9	3.0	2.7	3.1	2.8	2.9	1.8	3.9
Workers' compensation	1986-87	3.0	2.3	1.5	3.6	2.6	1.8	3.1	3.1
	1987-88	2.5	2.3	1.6	3.3	2.5	1.6	2.5	2.4
	1988-89	2.3	2.4	1.5	3.0	2.6	1.7	2.1	2.4
Fringe benefits tax	1986-87	0.7	0.6	0.5	0.4	0.7	0.3	0.9	0.4
	1987-88	0.8	0.8	0.6	0.6	0.9	0.6	1.2	0.5
	1988-89	0.8	*0.9	0.5	0.5	0.8	0.5	1.1	0.5
Total major labour costs	1986-87	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1987-88	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1988-89	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PUBLIC									
<i>Earnings</i>	1986-87	88.7	85.7	88.8	88.3	91.0	90.9	90.0	90.6
	1987-88	87.7	85.0	88.6	87.7	89.8	91.5	88.6	89.6
	1988-89	86.4	85.3	87.7	86.3	89.7	90.5	88.4	85.6
Other labour costs	1986-87	11.3	14.3	11.2	11.7	9.0	9.1	10.0	9.4
	1987-88	12.3	15.0	11.4	12.3	10.2	8.5	11.4	10.4
	1988-89	13.6	14.7	12.3	13.7	10.3	9.5	11.6	14.4
Payroll tax	1986-87	3.2	2.8	2.7	2.5	1.5	1.3	4.1	0.2
	1987-88	2.5	2.9	2.7	2.4	1.5	1.3	3.5	0.5
	1988-89	2.9	3.4	3.0	2.7	1.9	1.7	4.0	0.8
Superannuation	1986-87	5.9	8.3	7.3	6.5	5.4	6.4	3.9	7.4
	1987-88	7.6	9.0	7.5	6.6	6.5	5.7	5.1	8.0
	1988-89	8.5	8.5	8.0	8.2	6.0	6.1	4.8	11.2
Workers' compensation	1986-87	2.1	3.0	1.0	2.5	2.0	1.3	0.9	1.6
	1987-88	1.9	2.9	0.9	3.0	1.9	1.4	0.9	1.8
	1988-89	2.0	2.5	1.1	2.5	2.2	1.4	1.3	2.2
Fringe benefits tax	1986-87	0.2	0.2	0.2	0.2	0.2	0.2	1.2	0.2
	1987-88	0.3	0.2	0.3	0.3	0.3	0.2	1.8	0.2
	1988-89	0.3	0.2	0.3	0.2	0.3	0.2	1.5	0.2
Total major labour costs	1986-87	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1987-88	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1988-89	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PRIVATE AND PUBLIC									
<i>Earnings</i>	1986-87	89.1	88.5	91.0	89.6	90.8	91.6	90.5	90.7
	1987-88	89.1	88.3	90.9	89.4	90.2	91.5	89.9	90.1
	1988-89	89.2	88.5	90.8	88.9	90.1	91.0	90.5	87.1
Other labour costs	1986-87	10.9	11.5	9.0	10.4	9.2	8.4	9.5	9.3
	1987-88	10.9	11.7	9.1	10.6	9.8	8.5	10.1	9.9
	1988-89	10.8	11.5	9.2	11.1	9.9	9.0	9.5	12.9
Payroll tax	1986-87	3.6	3.5	2.8	2.6	2.7	2.4	3.5	0.8
	1987-88	3.3	3.5	2.7	2.6	2.6	2.5	3.2	1.1
	1988-89	3.3	3.7	2.9	2.9	3.0	2.8	3.3	1.4
Superannuation	1986-87	4.1	5.0	4.6	4.3	3.6	4.2	2.9	6.2
	1987-88	4.6	5.1	4.6	4.4	4.1	4.1	3.7	6.5
	1988-89	4.7	4.7	4.5	5.0	3.9	4.2	3.1	8.9
Workers' compensation	1986-87	2.7	2.6	1.3	3.2	2.4	1.6	2.0	2.0
	1987-88	2.3	2.5	1.3	3.2	2.3	1.5	1.8	2.0
	1988-89	2.2	2.4	1.4	2.9	2.5	1.6	1.8	2.3
Fringe benefits tax	1986-87	0.5	0.4	0.4	0.3	0.5	0.3	1.1	0.3
	1987-88	0.6	0.6	0.5	0.5	0.7	0.4	1.5	0.3
	1988-89	0.6	*0.7	0.5	0.4	0.6	0.4	1.3	0.3
Total major labour costs	1986-87	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1987-88	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1988-89	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Major Labour Costs, Australia (6348.0).

TABLE 6.14. MAJOR LABOUR COSTS, PRIVATE SECTOR : TYPE OF LABOUR COST AND INDUSTRY, AUSTRALIA

Type of labour cost	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport, storage and communication	Finance, property and business services	Community services	Recreation, personal and other services	Total	
TOTAL COSTS (\$ million)											
Earnings	1986-87	2,844	20,916	151	4,445	16,651	3,559	13,363	7,097	3,667	72,694
	1987-88	2,790	23,247	164	5,193	19,082	3,669	15,556	8,974	5,919	84,596
	1988-89	3,058	26,273	154	6,427	21,574	3,884	16,591	9,516	6,106	93,582
Other labour costs	1986-87	420	2,663	22	555	1,569	412	1,558	445	275	7,919
	1987-88	399	2,849	26	675	1,814	404	1,939	591	449	9,146
	1988-89	433	3,134	24	753	2,134	406	1,801	636	409	9,730
Payroll tax	1986-87	152	1,007	8	138	571	148	600	92	111	2,834
	1987-88	139	1,115	9	150	649	145	704	124	195	3,230
	1988-89	156	1,271	9	200	773	160	720	124	170	3,583
Superannuation	1986-87	124	666	9	158	491	119	640	233	*57	2,497
	1987-88	114	732	12	226	563	112	830	283	*98	2,969
	1988-89	133	813	*11	263	645	110	612	328	99	3,014
Workers' compensation	1986-87	110	904	4	229	397	133	138	107	88	2,109
	1987-88	99	876	4	260	428	125	143	160	132	2,227
	1988-89	103	902	3	259	469	114	211	160	116	2,338
Fringe benefits tax	1986-87	33	86	*1	*30	104	13	180	14	18	479
	1987-88	48	127	*1	*38	173	22	262	25	24	719
	1988-89	41	148	*1	32	*246	22	259	24	23	795
Total major labour costs	1986-87	3,264	23,580	173	5,000	18,220	3,971	14,922	7,542	3,942	80,613
	1987-88	3,189	26,097	190	5,868	20,896	4,073	17,494	9,565	6,368	93,741
	1988-89	3,491	29,406	178	7,180	23,708	4,290	18,391	10,152	6,514	103,312
AVERAGE COSTS PER EMPLOYEE											
						—dollars—					
Earnings	1986-87	35,453	20,954	26,075	22,362	15,725	23,224	21,671	16,889	11,849	18,923
	1987-88	37,874	23,386	27,924	23,211	16,734	24,563	24,988	18,767	11,514	20,133
	1988-89	40,722	25,385	28,527	24,806	17,602	26,236	25,066	19,405	13,953	21,572
Other labour costs	1986-87	5,237	2,668	3,767	2,791	1,481	2,691	2,527	1,059	888	2,061
	1987-88	5,419	2,866	4,329	3,017	1,590	2,704	3,114	1,236	874	2,177
	1988-89	5,765	3,028	4,514	2,907	1,741	2,743	2,721	1,297	934	2,243
Payroll tax	1986-87	1,898	1,009	1,441	695	545	967	973	218	360	738
	1987-88	1,884	1,121	1,577	672	569	972	1,131	259	380	769
	1988-89	2,077	1,228	1,599	770	631	1,084	1,087	254	389	826
Superannuation	1986-87	1,551	668	1,568	792	464	775	1,038	554	*185	650
	1987-88	1,546	736	1,964	1,012	494	748	1,334	592	*190	707
	1988-89	1,775	785	2,086	1,015	526	740	925	668	227	695
Workers' compensation	1986-87	1,373	906	623	1,152	374	866	224	254	285	549
	1987-88	1,343	882	599	1,161	376	839	229	334	258	530
	1988-89	1,365	872	595	1,000	383	773	318	326	266	539
Fringe benefits tax	1986-87	415	86	134	*152	98	83	292	32	58	125
	1987-88	646	128	189	*172	152	145	421	52	*46	171
	1988-89	548	143	234	122	201	146	391	48	52	183
Total major labour costs	1986-87	40,690	23,622	29,841	25,152	17,206	25,915	24,198	17,948	12,736	20,985
	1987-88	43,292	26,252	32,253	26,228	18,325	27,267	28,103	20,003	12,387	22,310
	1988-89	46,487	28,413	33,041	27,713	19,344	28,979	27,787	20,702	14,887	23,815
Superannuation— Cost per employee covered	1986-87	2,157	1,496	1,831	1,920	1,962	2,170	2,947	3,061	*1,717	2,044
	1987-88	2,044	1,345	2,177	2,269	2,136	1,836	3,259	3,052	*1,693	2,070
	1988-89	2,227	1,285	2,332	2,040	1,895	1,734	2,294	1,752	1,306	1,713
Employees covered	1986-87	71.9	44.6	85.7	41.3	23.6	35.7	35.2	18.1	*10.7	31.8
	1987-88	75.6	54.7	90.2	44.6	23.0	40.8	40.9	19.4	11.2	34.1
	1988-89	79.7	61.1	89.4	49.7	27.8	42.7	40.3	38.1	17.4	40.6

TABLE 6.15. TOTAL LABOUR COSTS, PUBLIC SECTOR : TYPE OF LABOUR COST AND INDUSTRY, AUSTRALIA

Type of labour cost	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport and storage	Commun- ication	Finance, property and business services	Public administra- tion and defence	Community services	Recreation, personal and other services	Total		
TOTAL COSTS (\$ million)														
<i>Earnings</i>	1986-87	240	1,130	3,193	1,075	128	3,788	2,932	2,134	6,964	17,433	560	39,566	
	1987-88	255	1,106	3,329	1,242	155	3,949	3,111	2,362	7,323	18,873	555	42,206	
	1988-89	261	1,010	3,346	1,180	125	4,067	3,407	2,506	7,886	20,151	557	44,497	
<i>Other labour costs</i>	1986-87	50	190	503	159	19	649	536	371	833	1,902	63	5,275	
	1987-88	55	255	555	222	22	736	490	459	960	2,227	63	6,037	
	1988-89	56	182	599	228	17	764	735	519	1,165	2,535	45	6,844	
<i>Payroll tax</i>	1986-87	14	41	171	49	6	—	184	—	102	86	522	11	1,186
	1987-88	14	42	184	51	7	—	193	—	122	96	450	11	1,170
	1988-89	15	41	186	54	6	204	194	132	111	487	10	1,440	
<i>Superannuation</i>	1986-87	21	96	238	73	10	356	454	198	556	1,006	37	3,045	
	1987-88	21	164	263	119	10	416	399	247	639	1,407	38	3,724	
	1988-89	21	104	295	123	8	424	451	277	818	1,663	20	4,205	
<i>Workers' compensation</i>	1986-87	15	51	87	35	2	108	74	37	176	365	14	964	
	1987-88	19	46	99	48	3	116	80	34	202	354	12	1,013	
	1988-89	19	34	106	45	2	125	83	54	211	366	14	1,060	
<i>Fringe benefits tax</i>	1986-87	—	1	7	2	1	—	10	—	34	15	9	81	
	1987-88	—	2	9	4	1	—	16	—	56	23	16	1	129
	1988-89	1	2	11	5	*1	—	11	8	56	25	19	1	139
Total major labour costs	1986-87	290	1,320	3,695	1,234	146	4,437	3,468	2,505	7,797	19,335	613	44,841	
	1987-88	310	1,361	3,884	1,464	177	4,679	3,601	2,821	8,283	21,100	622	48,302	
	1988-89	317	1,192	3,945	1,408	142	4,831	4,142	3,026	9,051	22,687	602	51,341	
AVERAGE COSTS PER EMPLOYEE														
							<u>dollars</u>							
<i>Earnings</i>	1986-87	34,497	23,118	26,400	23,776	21,458	25,583	22,361	20,006	22,037	22,641	21,568	22,933	
	1987-88	36,652	23,823	28,988	25,486	24,100	27,979	24,126	22,201	23,393	24,067	22,984	24,552	
	1988-89	38,458	25,125	30,247	27,690	24,700	30,228	27,245	23,096	25,426	25,190	24,625	26,080	
<i>Other labour costs</i>	1986-87	7,209	3,884	4,156	3,523	3,162	4,386	4,089	3,478	2,635	2,470	2,482	3,058	
	1987-88	7,901	5,497	4,829	4,553	3,405	5,170	3,799	4,312	3,067	2,840	2,567	3,507	
	1988-89	8,224	4,518	5,411	5,349	3,271	5,680	5,882	4,784	3,755	3,169	2,003	4,011	
<i>Payroll tax</i>	1986-87	1,990	836	1,417	1,086	1,012	—	658	—	959	271	678	439	
	1987-88	2,061	914	1,600	1,041	1,142	—	713	—	1,149	306	573	457	
	1988-89	2,200	1,025	1,682	1,275	1,104	1,519	1,550	1,216	358	608	441	844	
<i>Superannuation</i>	1986-87	3,011	1,973	1,967	1,613	1,664	2,403	3,463	1,853	1,760	1,307	1,467	1,765	
	1987-88	2,994	3,543	2,287	2,451	1,598	2,946	3,096	2,319	2,043	1,794	1,576	2,163	
	1988-89	3,082	2,599	2,670	2,895	1,532	3,152	3,605	2,557	2,639	2,079	877	2,465	
<i>Workers' compensation</i>	1986-87	2,168	1,047	716	779	363	730	565	344	556	474	536	559	
	1987-88	2,791	998	859	986	448	821	622	320	644	452	479	589	
	1988-89	2,857	841	960	1,067	426	927	660	500	679	458	631	621	
<i>Fringe benefits tax</i>	1986-87	40	28	56	45	123	—	36	—	322	48	12	47	
	1987-88	56	42	82	76	217	—	59	—	523	74	20	55	
	1988-89	85	53	98	112	210	82	67	512	79	24	53	82	
Total major labour costs	1986-87	41,705	27,003	30,555	27,298	24,620	29,970	26,450	23,484	24,672	25,112	24,049	25,991	
	1987-88	44,552	29,302	33,817	30,039	27,505	33,149	27,925	26,512	26,460	26,907	25,551	28,058	
	1988-89	46,682	29,643	35,657	33,039	27,971	35,908	33,127	27,879	29,181	28,358	26,628	30,091	
<i>Superannuation—Cost per employee covered</i>	1986-87	3,240	3,631	2,470	2,565	2,675	3,661	3,777	2,493	2,373	2,578	3,534	2,785	
	1987-88	3,202	5,332	2,692	3,447	2,708	4,223	3,309	2,977	2,659	3,188	2,880	3,182	
	1988-89	3,335	2,870	2,747	3,042	2,362	3,267	3,634	2,879	3,015	2,348	1,037	2,725	
<i>Employees covered</i>	1986-87	92.9	54.3	79.6	62.9	62.2	65.6	91.7	74.3	74.2	50.7	41.5	63.4	
	1987-88	93.5	66.5	85.0	71.1	59.0	69.8	93.6	77.9	76.8	56.3	54.7	68.0	
	1988-89	92.4	90.6	97.2	95.1	64.9	96.5	99.2	88.8	87.5	88.5	84.6	90.4	

Source: Major Labour Costs, Australia (6348.0).

TABLE 6.16. TOTAL LABOUR COSTS, PRIVATE AND PUBLIC SECTORS : TYPE OF LABOUR COST AND INDUSTRY, AUSTRALIA

Type of labour cost	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport, storage and communica- tion	Finance, property and business services	Public administra- tion and defence	Community services	Recreation, personal and other services	Total
TOTAL COSTS (\$ million)											
Earnings	1986-87	3,084	22,046	3,344	5,520	16,779	10,278	15,497	6,964	24,529	4,217
	1987-88	3,045	24,353	3,494	6,435	19,237	10,730	17,918	7,323	27,847	6,479
	1988-89	3,319	27,283	3,500	7,607	21,699	11,357	19,097	7,886	29,668	6,662
Other labour costs	1986-87	470	2,853	524	714	1,588	1,598	1,929	833	2,347	338
	1987-88	454	3,105	580	897	1,835	1,624	2,397	960	2,818	512
	1988-89	489	3,315	623	981	2,151	1,906	2,320	1,165	3,171	454
Payroll tax	1986-87	166	1,048	180	187	583	332	702	86	614	4,019
	1987-88	153	1,157	193	201	656	338	826	96	574	206
	1988-89	171	1,312	195	254	779	559	851	111	611	180
Superannuation	1986-87	145	763	247	230	501	929	838	556	1,239	5,542
	1987-88	135	896	274	346	573	927	1,077	639	1,690	*136
	1988-89	154	917	307	386	653	984	890	818	1,991	6,694
Workers' compensation	1986-87	125	956	90	264	399	315	175	176	472	119
	1987-88	118	923	102	308	431	321	177	202	514	3,073
	1988-89	122	936	109	305	472	322	265	211	526	144
Fringe benefits tax	1986-87	34	87	8	*32	105	23	215	15	23	559
	1987-88	48	129	11	*42	174	38	318	23	41	848
	1988-89	42	150	12	36	*248	41	314	25	43	935
Total major labour costs	1986-87	3,554	24,900	3,869	6,234	18,366	11,876	17,427	7,797	26,876	4,555
	1987-88	3,499	27,458	4,074	7,332	21,073	12,354	20,315	8,283	30,666	6,990
	1988-89	3,807	30,598	4,123	8,588	23,850	13,263	21,417	9,051	32,839	7,116
AVERAGE COSTS PER EMPLOYEE											
Earnings	1986-87	35,376	21,055	26,385	22,624	15,757	23,770	21,425	22,037	20,610	12,588
	1987-88	37,768	23,406	28,936	23,618	16,776	25,578	24,581	23,393	22,059	12,032
	1988-89	40,535	25,375	30,167	25,213	17,632	27,863	24,788	25,426	22,991	14,477
Other labour costs	1986-87	5,395	2,725	4,138	2,926	1,491	3,695	2,667	2,635	1,972	1,009
	1987-88	5,633	2,984	4,804	3,291	1,601	3,871	3,289	3,067	2,233	950
	1988-89	5,969	3,084	5,369	3,252	1,748	4,075	3,011	3,755	2,457	986
Payroll tax	1986-87	1,905	1,001	1,418	767	548	767	971	271	516	366
	1987-88	1,899	1,112	1,599	738	572	805	1,133	306	454	383
	1988-89	2,087	1,220	1,6678	842	633	1,370	1,105	358	474	391
Superannuation	1986-87	1,667	728	1,948	944	471	2,148	1,158	1,760	1,041	996
	1987-88	1,671	861	2,272	1,269	500	2,210	1,478	2,043	1,339	*253
	1988-89	1,883	853	2,643	1,280	531	2,415	1,155	2,639	1,543	259
Workers' compensation	1986-87	1,437	913	712	1,083	374	728	242	556	397	304
	1987-88	1,468	887	846	1,129	376	766	243	644	407	268
	1988-89	1,489	871	943	1,010	383	789	344	679	408	284
Fringe benefits tax	1986-87	385	83	60	*132	98	53	297	48	19	56
	1987-88	595	124	87	154	152	90	436	74	32	47
	1988-89	510	139	105	121	*201	101	408	79	33	52
Total major labour costs	1986-87	40,771	23,780	30,523	25,550	17,248	27,465	24,092	24,672	22,583	13,598
	1987-88	43,401	26,389	33,741	26,909	18,376	29,449	27,871	26,460	24,292	12,983
	1988-89	46,503	28,459	35,536	28,465	19,379	32,539	27,800	29,181	25,449	15,463
Superannuation— Cost per employee covered	1986-87	2,266	1,617	2,438	2,086	1,972	3,412	2,826	2,373	2,657	2,156
	1987-88	2,165	1,559	2,665	2,573	2,144	3,310	3,190	2,659	3,164	1,916
	1988-89	2,332	1,371	2,729	2,280	1,899	3,105	2,449	3,015	2,223	1,252
Employees covered	1986-87	73.6	45.1	79.9	45.3	23.9	62.9	41.0	74.2	39.2	13.1
	1987-88	77.2	55.3	85.2	49.3	23.2	66.8	46.3	76.8	42.3	13.2
	1988-89	80.7	62.2	96.8	56.2	27.9	77.8	47.1	87.5	69.4	20.7

Employment Benefits

Benefits other than wages, salaries and supplements may arise from employment. Such benefits may take a variety of forms including assistance with housing or medical expenses, participation in superannuation schemes and entitlements to sick and annual leave. Data on the incidence of various types of benefit are obtained from a supplementary survey usually conducted during August.

The proportion of employees working full-time hours (35 hours or more) receiving sick leave and annual leave has declined from 93 per cent in 1984 to 91 per cent in 1989.

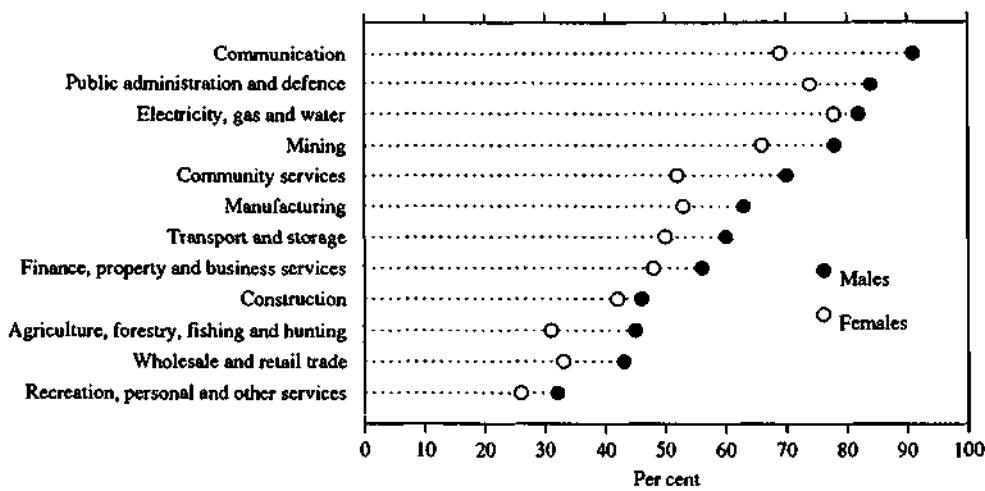
Other benefits to have varied appreciably over the past five years include:

- *Superannuation*. The proportion of employees receiving a superannuation benefit (i.e. belonging to a superannuation scheme or fund arranged by their employer) was steady from 1984 to 1988 at about 40 per cent. By August 1989, however the proportion had increased to 47 per cent.
- *Goods and services*. The proportion of part-time employees receiving a goods and services benefit has increased from the 1987 low of 14 per cent to 19 per cent in 1989.
- *Transport*. The proportion of employees in receipt of a transport benefit has risen to 20 per cent for full-time employees in August 1989, compared with 17 per cent in 1986, and 19 per cent in 1984.

Employees who worked in the Agriculture, forestry, fishing and hunting industry group reported the lowest level of receipt of at least one benefit (88%). While the Electricity, gas and water industry accounted for only 2 per cent of all employees, almost all those employed full-time in main job in this industry reported receiving one or more benefits (99 per cent).

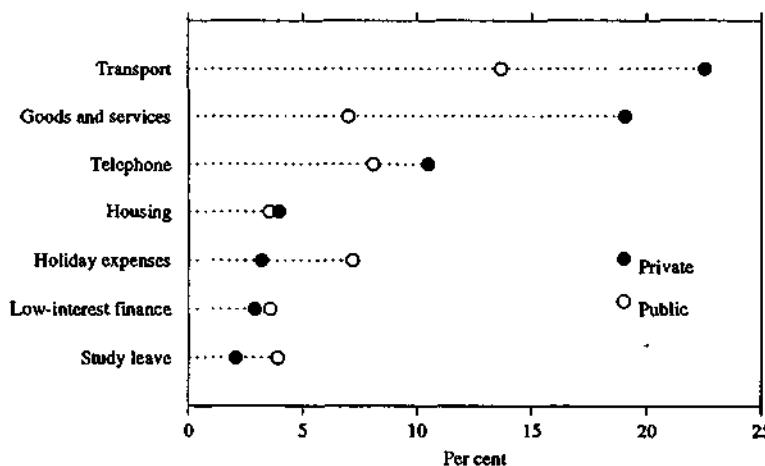
Public sector employees who were full time in their main job were more likely than private sector employees to receive annual leave (98% for public sector and 91% for private sector), sick leave (98% and 90%), long-service leave (95% and 68%) and superannuation (73% and 48%). However, Private sector employees who were full time in their main job were more likely to have received other benefits.

CHART 6.9. FULL-TIME EMPLOYEES IN MAIN JOB: PROPORTION OF EMPLOYEES RECEIVING A SUPERANNUATION BENEFIT, AUSTRALIA, AUGUST 1989



Source: Employment Benefits, Australia, August 1989 (6334.0).

CHART 6.10. FULL-TIME EMPLOYEES IN MAIN JOB: PROPORTION OF EMPLOYEES RECEIVING SELECTED BENEFITS AND SECTOR, AUSTRALIA, AUGUST 1989



Source: Employment Benefits, Australia, August 1989 (6334.0).

TABLE 6.17. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND FULL-TIME AND PART-TIME EMPLOYEES,
AUSTRALIA, AUGUST 1984 TO AUGUST 1989

Type of benefit received	1984	1985	1986	1987	1988	1989
FULL-TIME EMPLOYEES						
Total	4,443.4	4,544.2	4,657.6	4,714.0	4,920.9	5,166.6
			—'000—		('000)	(per cent)
			—per cent—		('000)	100.0
No benefits	3.4	3.7	4.1	3.9	4.5	215.0
Holiday expenses	4.4	4.6	4.6	4.3	4.3	218.4
Low-interest finance	3.2	2.9	3.1	3.6	3.5	157.7
Goods and services	21.8	20.5	19.8	15.4	15.1	803.5
Housing	4.7	4.2	3.8	3.8	3.9	196.2
Electricity	2.7	2.2	2.0	2.1	2.4	112.0
Telephone	10.3	10.2	8.8	9.1	9.5	496.3
Transport	19.2	17.9	16.7	17.2	17.9	1,017.3
Medical	4.1	3.9	3.5	3.7	3.8	209.5
Union dues	2.9	2.6	2.1	2.4	2.7	169.5
Club fees	2.1	1.7	1.1	1.5	1.5	91.8
Entertainment allowance	5.9	5.0	2.1	2.0	2.1	111.7
Shares	1.8	1.7	1.6	2.5	3.2	148.4
Study leave	2.0	2.0	2.1	2.2	2.1	132.2
Superannuation	46.1	46.3	46.5	47.7	49.0	2,823.7
Child care/education expenses	0.4	0.3	0.2	0.2	0.4	18.6
Sick leave	92.8	92.6	91.8	91.7	90.7	4,681.4
Annual leave	93.2	93.2	92.5	92.4	91.4	4,714.5
Long-service leave	75.5	75.4	74.7	75.7	73.2	3,852.6
PART-TIME EMPLOYEES						
Total	914.7	968.8	1,025.7	1,152.6	1,181.0	1,330.7
			—'000—		('000)	(per cent)
			—per cent—		('000)	100.0
No benefits	44.5	45.8	49.7	48.4	45.7	581.8
Holiday expenses	1.2	1.0	0.9	0.7	0.8	12.4
Low-interest finance	0.6	0.5	*0.3	0.5	0.4	10.0
Goods and services	19.6	18.0	14.6	13.7	17.1	251.6
Housing	1.3	1.5	1.1	1.1	1.1	13.9
Electricity	1.4	1.2	0.9	1.0	1.2	10.4
Telephone	4.3	4.1	3.2	3.2	3.8	46.6
Transport	6.7	6.2	4.9	4.9	5.2	70.0
Medical	1.0	1.1	0.7	0.7	0.7	12.5
Union dues	0.7	0.6	0.5	0.5	0.4	8.4
Club fees	0.4	0.5	*0.2	*0.1	*0.3	4.1
Entertainment allowance	0.8	0.8	*0.2	*0.2	*0.1	*3.3
Shares	0.7	0.6	0.6	0.8	1.0	6.5
Study leave	1.1	1.0	1.3	1.4	1.3	22.9
Superannuation	7.5	7.9	7.0	8.3	9.9	219.9
Child care/education expenses	*0.3	*0.3	*0.1	*0.2	*0.2	*2.2
Sick leave	32.5	32.9	31.5	31.0	30.8	405.5
Annual leave	32.3	33.2	31.7	31.1	30.8	403.4
Long-service leave	23.9	25.1	25.0	25.6	22.6	334.1
TOTAL						
Total	5,358.2	5,513.0	5,683.4	5,866.6	6,101.9	6,497.4
			—'000—		('000)	(per cent)
			—per cent—		('000)	100.0
No benefits	10.4	11.1	12.3	12.7	12.5	796.9
Holiday expenses	3.9	4.0	3.9	3.6	3.6	230.8
Low-interest finance	2.8	2.5	2.6	3.0	2.9	167.7
Goods and services	21.4	20.0	18.9	15.0	15.5	1,055.1
Housing	4.1	3.7	3.3	3.3	3.4	210.1
Electricity	2.4	2.1	1.8	1.9	2.1	122.4
Telephone	9.3	9.1	7.8	8.0	8.4	543.0
Transport	17.1	15.8	14.5	14.8	15.4	1,087.3
Medical	3.6	3.4	3.0	3.1	3.2	222.0
Union dues	2.5	2.3	1.8	2.1	2.3	177.9
Club fees	1.8	1.5	0.9	1.3	1.3	95.9
Entertainment allowance	5.1	4.3	1.8	1.7	1.7	115.0
Shares	1.6	1.5	1.4	2.1	2.8	155.0
Study leave	1.8	1.8	2.0	2.1	1.9	155.2
Superannuation	39.5	39.5	39.4	39.9	41.4	3,043.8
Child care/education expenses	0.3	0.3	0.2	0.2	0.3	20.8
Sick leave	82.5	82.1	80.9	79.8	79.1	5,087.0
Annual leave	82.8	82.6	81.5	80.4	79.7	5,118.0
Long-service leave	66.7	66.6	65.8	65.9	63.4	4,186.8

Source: Employment Benefits, Australia (6334.0).

CHAPTER 7

HOURS OF WORK

The data in this chapter have been obtained from the labour force survey, special supplementary surveys and the surveys of employers.

The ABS monthly labour force survey provides the principal source of information about actual, average and aggregate hours worked by employed persons. Hours worked data from this survey are provided for males and females, full-time and part-time employed persons, and by broad industry group. Data on hours worked are presented in Chart 7.1, and Tables 7.1, 7.2 and 7.3.

To supplement the statistics on hours worked collected in the labour force survey, data on hours paid for are collected from surveys of employers. Information on overtime hours paid for is presented in Table 7.4 and Chart 7.2.

Hours of work

Average hours of work have declined slightly over the last ten years. The average weekly hours worked declined from 36.8 hours in August 1979 to 36.1 hours in August 1989, although over the same period the average hours worked by full-time workers increased (40.8 hours per week in August 1979 compared with 41.6 hours per week in August 1989). The average weekly hours worked by part-time workers has decreased to 15.3 hours in August 1989 from 15.7 hours in August 1979.

The most significant fall in average hours worked from August 1979 to August 1989 was in the group of persons employed as other than wage and salary earners, having fallen from 42.6 hours per week to 40.7 hours per week.

Average hours of work were higher for males than females. For full-time female workers the average weekly hours worked were 38.7 hours in August 1989, compared with 42.9 hours for full-time male workers.

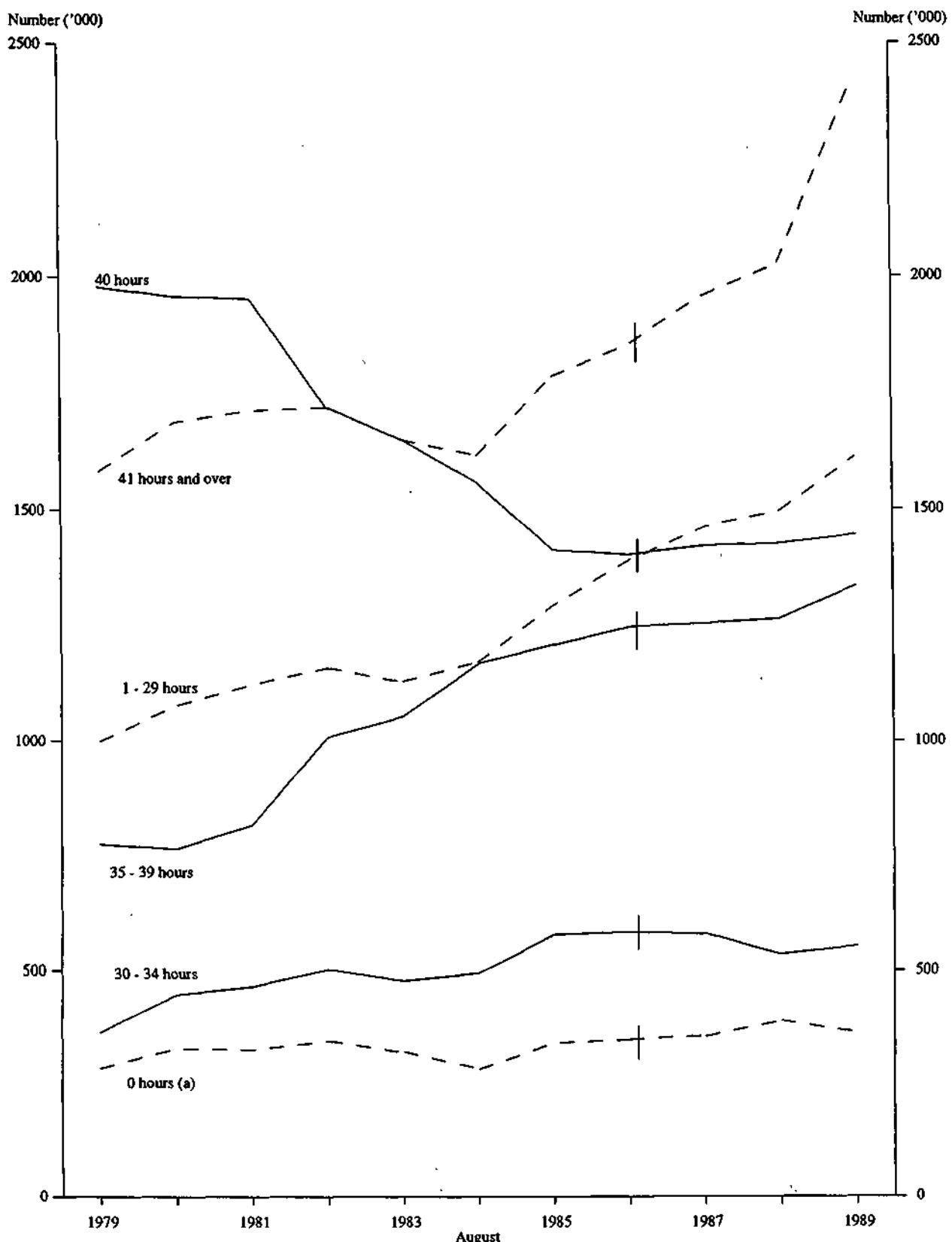
TABLE 7.1. HOURS WORKED BY EMPLOYED PERSONS, AUSTRALIA, AUGUST 1979 AND AUGUST 1989
('000)

	<i>Females</i>				
	<i>Males</i>	<i>Not Married</i>	<i>Married</i>	<i>Total</i>	<i>Persons</i>
	AUGUST 1979(a)				
Weekly hours worked—					
0	180.1	62.8	39.0	101.8	281.8
1-15	119.5	266.4	105.8	372.2	491.8
16-29	180.8	252.0	74.0	326.0	506.8
30-34	196.2	105.9	58.0	164.0	360.2
35-39	436.6	167.7	169.4	337.1	773.8
40	1,394.6	286.9	295.1	582.0	1,976.6
41-44	266.7	45.2	46.9	92.1	358.9
45-48	375.5	43.4	25.3	68.7	444.2
49 and over	771.0	77.3	36.2	113.5	884.5
Total	3,921.1	1,307.7	849.7	2,157.4	6,078.5
 AUGUST 1989(b)					
Weekly hours worked—					
0	213.6	96.6	50.5	147.0	360.6
1-15	216.6	190.2	211.8	601.9	818.5
16-29	240.7	416.6	136.9	553.5	794.2
30-34	285.1	176.0	92.3	268.3	553.6
35-39	744.0	315.7	274.9	590.6	1,334.6
40	960.7	246.0	237.3	483.3	1,444.0
41-44	281.9	72.8	63.7	136.5	418.5
45-48	459.9	72.0	71.7	143.6	603.5
49 and over	1,169.4	141.1	89.8	230.9	1,400.3
Total	4,571.9	1,926.9	1,228.8	3,155.7	7,727.6

(a) These estimates are based on 1981 census benchmarks. (b) Estimates are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 7.1. HOURS WORKED BY EMPLOYED PERSONS, AUSTRALIA



(a) Persons who had a job but were not at work.

Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986.
See Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 7.2. EMPLOYED PERSONS : AGGREGATE AND AVERAGE WEEKLY HOURS WORKED, AUSTRALIA
AUGUST 1979 TO AUGUST 1989

August	Aggregate weekly hours worked (million)			Average weekly hours worked				
	Full-time workers	Part-time workers	Total	Full-time workers	Part-time workers	Wage and salary earners	Other(a)	
						Total		
MALES								
1979	155.2	3.3	158.5	41.8	16.2	38.8	48.0	40.4
1980	156.5	3.4	159.9	41.5	16.4	38.3	48.2	40.1
1981	157.9	3.6	161.5	41.2	16.3	38.2	47.1	39.8
1982	154.7	4.0	158.7	40.9	16.7	37.9	46.7	39.4
1983	150.4	4.0	154.4	41.0	16.7	37.9	47.1	39.6
1984	156.8	3.9	160.8	41.6	16.1	38.4	46.8	40.0
1985	159.4	4.1	163.5	41.3	16.2	38.1	47.0	39.8
1986(b)	163.3	4.3	167.7	41.6	15.4	38.4	46.5	39.9
1987	165.5	4.9	170.4	41.8	15.3	38.3	46.6	39.8
1988	173.2	4.6	177.8	42.5	15.0	39.1	47.2	40.6
1989	181.1	5.1	186.2	42.9	14.4	39.5	46.3	40.7
FEMALES								
1979	53.4	11.8	65.2	38.2	15.6	30.4	29.0	30.2
1980	56.0	12.6	68.6	37.9	15.4	29.9	29.9	29.9
1981	56.7	13.1	69.8	37.8	15.7	30.0	29.1	29.9
1982	56.3	13.1	69.4	37.4	15.4	29.5	29.2	29.5
1983	56.5	13.1	69.6	38.0	15.4	29.7	30.3	29.8
1984	59.0	14.3	73.2	38.1	15.8	29.9	29.9	29.9
1985	60.5	15.1	75.7	37.7	15.8	29.4	30.2	29.5
1986(b)	63.8	15.9	79.7	37.8	15.5	29.5	28.7	29.4
1987	64.8	17.2	82.0	37.9	15.6	29.2	28.4	29.1
1988	68.7	18.3	87.1	38.2	15.6	29.5	28.0	29.3
1989	73.2	19.7	93.0	38.7	15.6	29.5	29.0	29.5
PERSONS								
1979	208.5	15.1	223.7	40.8	15.7	35.7	42.6	36.8
1980	212.5	16.0	228.5	40.5	15.6	35.1	42.8	36.4
1981	214.6	16.7	231.3	40.2	15.8	35.1	41.8	36.2
1982	210.9	17.2	228.1	39.9	15.7	34.7	41.5	35.8
1983	206.8	17.1	223.9	40.2	15.7	34.7	42.1	35.9
1984	215.8	18.2	234.0	40.6	15.9	35.1	42.0	36.2
1985	220.0	19.3	239.2	40.3	15.9	34.7	41.9	35.8
1986(b)	227.1	20.2	247.4	40.5	15.5	34.7	40.7	35.8
1987	230.3	22.1	252.4	40.6	15.5	34.6	40.8	35.6
1988	241.9	22.9	264.8	41.2	15.5	35.1	40.9	36.0
1989	254.3	24.8	279.2	41.6	15.3	35.3	40.7	36.1

(a) Comprises employers, self-employed persons and unpaid family helpers. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 7.3. AVERAGE WEEKLY HOURS WORKED: EMPLOYED PERSONS BY INDUSTRY, AUSTRALIA, AUGUST 1981 TO AUGUST 1989

Industry division or subdivision	August								
	1981	1982	1983	1984	1985	MALES			
						1986(b)	1987	1988	1989
Agriculture, forestry, fishing and hunting	47.8	47.9	48.0	47.8	48.0	48.6	48.2	48.0	46.0
Agriculture and services to agriculture	48.7	49.0	48.7	49.0	48.6	49.4	48.5	48.5	46.5
Forestry and logging, fishing and hunting	37.6	34.6	40.0	34.3	36.6	38.2	44.5	41.7	39.7
Mining	39.9	38.7	37.2	36.9	39.2	38.6	38.6	41.5	42.2
Manufacturing	39.2	38.5	38.4	39.4	39.1	39.5	39.3	40.5	40.9
Food, beverages and tobacco	38.3	38.7	39.0	39.3	38.4	39.1	38.4	39.5	40.8
Metal products	39.1	38.2	37.7	39.6	38.7	39.7	39.7	41.5	41.5
Other manufacturing	39.4	38.5	38.5	39.4	39.5	39.5	39.5	40.3	40.7
Electricity, gas and water	36.4	35.3	35.3	35.5	34.5	35.0	35.5	33.8	36.4
Construction	38.3	38.1	37.9	38.9	38.7	38.3	39.2	40.4	40.9
Wholesale and retail trade	40.8	40.8	41.5	41.6	41.3	41.5	40.9	41.2	41.0
Wholesale trade	40.9	40.2	41.1	40.9	40.4	41.3	41.8	41.8	42.4
Retail trade	40.7	41.2	41.7	42.0	41.9	41.6	40.4	40.8	40.2
Transport and storage	39.5	39.3	39.3	39.7	40.4	39.9	39.5	40.3	40.9
Communication	34.1	33.9	33.5	33.7	35.7	34.1	34.5	34.4	36.5
Finance, property and business services	39.5	38.7	39.7	40.7	40.2	40.4	40.5	42.0	42.0
Public administration and defence	36.1	35.2	35.5	36.2	34.8	35.4	35.6	36.2	36.2
Community services	39.1	38.9	39.2	39.1	37.9	38.4	38.5	39.2	39.4
Recreation, personal and other services	40.8	41.1	39.4	39.9	39.1	39.6	39.2	38.9	39.0
<i>Total employed</i>	39.8	39.4	39.5	40.0	39.8	39.9	39.8	40.6	40.7
MARRIED FEMALES									
Agriculture, forestry, fishing and hunting	28.3	26.3	28.8	27.5	27.4	27.9	29.3	26.6	26.5
Agriculture and services to agriculture	28.6	26.4	29.0	27.5	27.7	28.2	29.7	27.1	26.7
Manufacturing	33.2	31.7	32.1	32.4	31.0	31.6	31.9	32.1	32.5
Food, beverages and tobacco	33.6	29.8	32.5	31.9	30.2	31.0	30.6	32.5	31.4
Metal products	32.6	30.0	29.8	30.8	29.6	31.3	32.2	30.8	30.8
Other manufacturing	33.1	32.3	32.2	32.8	31.4	31.7	32.2	32.2	33.0
Electricity, gas and water	26.7	35.6	30.7	26.5	27.7	29.4	30.5	27.0	31.6
Construction	18.4	18.1	19.1	18.3	18.5	17.9	17.7	18.8	17.7
Wholesale and retail trade	28.6	29.1	29.4	29.5	29.7	29.5	29.0	28.7	28.8
Wholesale trade	28.5	28.9	27.5	30.1	29.6	29.8	28.3	28.2	28.3
Retail trade	28.6	29.2	29.9	29.4	29.8	29.4	29.2	28.9	28.9
Transport and storage	26.7	26.0	24.1	28.9	27.0	26.7	25.3	27.0	28.8
Communication	28.6	27.0	28.1	29.8	28.4	28.1	27.9	30.1	31.1
Finance, property and business services	27.0	26.1	27.6	28.9	27.0	27.0	27.6	28.2	28.8
Public administration and defence	28.8	28.3	28.5	28.3	27.6	28.6	28.3	29.5	28.2
Community services	27.6	27.3	27.4	27.4	26.9	27.2	26.9	27.5	27.3
Recreation, personal and other services	25.5	26.4	25.5	26.7	28.5	27.8	27.4	27.5	28.1
<i>Total employed(a)</i>	28.2	27.8	28.2	28.5	28.0	28.0	28.0	28.2	28.3
ALL FEMALES									
Agriculture, forestry, fishing and hunting	29.8	27.4	29.7	28.7	29.2	28.5	29.2	27.3	26.8
Agriculture and services to agriculture	30.2	27.5	29.7	28.7	29.5	28.7	29.5	27.8	26.9
Mining	32.1	34.7	36.8	32.3	30.8	34.9	33.3	37.2	35.1
Manufacturing	33.9	32.8	33.1	33.5	32.2	32.7	33.1	33.0	33.4
Food, beverages and tobacco	33.5	29.5	32.8	32.2	30.0	32.0	30.0	32.6	31.1
Metal products	34.0	32.0	31.8	32.3	31.1	32.4	33.2	31.9	32.4
Other manufacturing	34.0	33.6	33.4	34.0	32.9	32.9	33.9	33.1	34.0
Electricity, gas and water	30.7	33.3	31.4	32.2	30.7	31.9	33.1	30.0	31.6
Construction	21.5	21.2	21.5	21.2	21.6	20.0	20.1	21.1	20.6
Wholesale and retail trade	28.7	28.7	28.9	28.5	28.9	28.7	27.7	27.5	27.7
Wholesale trade	31.4	31.2	30.8	32.0	31.6	31.7	31.1	31.1	31.4
Retail trade	28.0	28.1	28.5	27.7	28.3	27.9	26.8	26.5	26.8
Transport and storage	30.2	29.8	29.8	32.8	29.9	30.0	29.3	30.3	31.9
Communication	29.7	29.1	29.7	30.5	31.2	30.3	28.2	29.8	31.6
Finance, property and business services	30.9	29.7	30.5	31.1	30.5	30.0	30.6	31.3	31.8
Public administration and defence	30.6	30.3	30.6	31.1	29.9	30.9	30.6	31.3	30.7
Community services	30.3	29.9	30.1	29.9	29.3	29.3	29.1	29.5	29.2
Recreation, personal and other services	26.1	27.2	26.3	27.8	28.4	27.7	27.4	27.6	28.3
<i>Total employed</i>	29.9	29.5	29.8	29.9	29.5	29.4	29.1	29.3	29.5
PERSONS									
Agriculture, forestry, fishing and hunting	43.1	42.7	43.7	43.2	43.0	43.0	43.1	42.0	40.5
Agriculture and services to agriculture	43.7	43.3	44.1	43.9	43.4	43.4	43.3	42.4	40.8
Forestry and logging, fishing and hunting	35.1	33.6	38.4	33.8	33.9	35.7	40.9	36.6	37.1
Mining	39.2	38.3	37.2	36.5	38.4	38.3	38.1	41.2	41.5
Manufacturing	37.9	37.1	37.1	37.9	37.3	37.6	37.7	38.5	38.8
Food, beverages and tobacco	36.9	36.3	37.4	37.3	35.8	37.0	36.0	37.5	37.8
Metal products	38.5	37.4	37.0	38.6	37.6	38.7	38.9	40.4	40.0
Other manufacturing	37.9	37.1	37.0	37.9	37.5	37.6	37.8	38.2	38.8
Electricity, gas and water	35.8	35.2	35.0	35.2	34.2	34.7	35.3	33.5	36.0
Construction	36.6	36.5	36.1	37.1	36.6	35.9	36.8	38.0	38.3
Wholesale and retail trade	35.6	35.6	36.0	35.9	36.0	35.9	35.1	35.1	34.9
Wholesale trade	38.2	37.7	38.1	38.4	38.0	38.4	38.6	38.6	39.0
Retail trade	34.4	34.7	35.2	34.9	35.1	34.8	33.6	33.6	33.2
Transport and storage	38.1	37.8	37.9	38.6	38.8	38.2	37.7	38.3	39.1
Communication	33.0	32.7	32.6	32.9	34.6	33.1	32.9	33.2	35.2
Finance, property and business services	35.6	34.5	35.3	36.2	35.8	35.4	35.8	36.7	37.1
Public administration and defence	34.3	33.6	33.9	34.5	33.0	33.8	33.7	34.4	34.0
Community services	33.6	33.3	33.5	33.2	32.4	32.7	32.4	32.9	32.8
Recreation, personal and other services	32.6	33.1	31.9	33.4	33.1	32.9	32.5	32.4	32.9
<i>Total employed</i>	36.2	35.8	35.9	36.2	35.8	35.8	35.6	36.0	36.1

(a) Includes mining. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

Overtime

In the November 1989 survey week, estimated average weekly overtime hours paid for as reported by employers were 1.60 hours per employee, 9.6 per cent higher than the November 1988 average of 1.48 hours.

In November 1989, the Mining industry had the highest level of average overtime hours paid for (5.92 hours).

Average weekly overtime hours per employee working overtime increased by 2.7 per cent since November 1988, to 7.79 hours. For employees working overtime, the Mining industry again recorded the highest level for November 1989, at 11.51 hours.

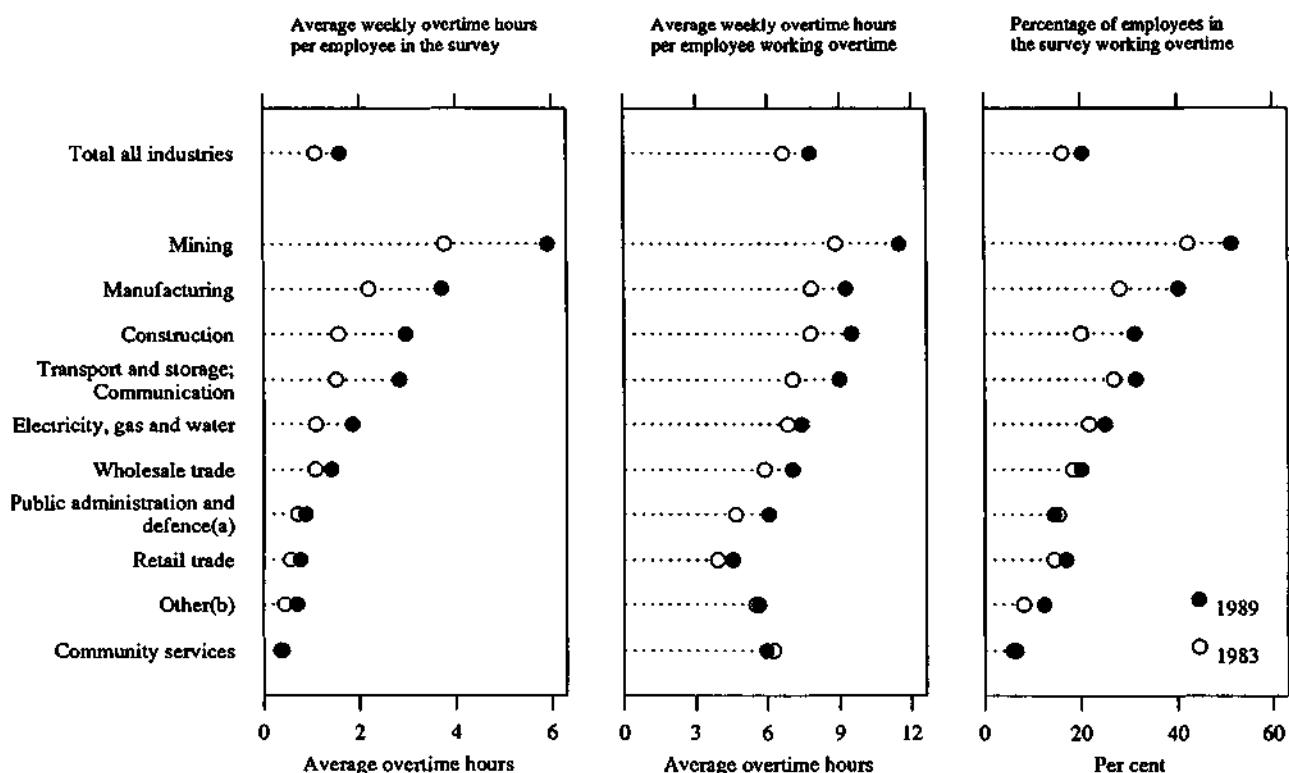
The Mining industry also recorded the highest percentage of employees working overtime (51.5 per cent) in November 1989.

Overall, the estimated percentage of employees working overtime increased by 5.0 per cent since November 1988.

A comparison of overtime statistics between November 1983 and November 1989, at the total, all industries level, shows that there has been very little change in the average levels of overtime hours (i) per employee and (ii) per employee working overtime, and little change also in the percentage of employees working overtime.

However, in the Mining, Manufacturing, Construction and Transport, storage and communications industries all aspects of overtime have risen significantly in that period.

CHART 7.2. OVERTIME HOURS PAID FOR, AUSTRALIA, NOVEMBER 1983 AND NOVEMBER 1989



(a) Excludes permanent defence forces. (b) Includes Finance, property and business services and Recreation, personal and other services.

Source, *Job Vacancies and Overtime, Australia* (6354.0).

TABLE 7.4. AVERAGE WEEKLY OVERTIME HOURS PAID FOR : INDUSTRY, AUSTRALIA, NOVEMBER 1984 TO NOVEMBER 1989

Industry	1984	1985	1986	1987	1988	1989
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY						
Mining	4.24	4.35	4.12	4.00	5.66	5.92
Manufacturing	2.58	2.64	2.73	2.99	3.16	3.71
Food, beverages and tobacco	2.82	2.88	2.90	3.09	2.84	3.42
Textiles; Clothing and footwear	2.08	2.00	2.14	2.15	2.48	3.86
Paper, paper products, printing and publishing	1.66	1.68	1.67	*1.83	*2.06	2.36
Chemical, petroleum and coal products	1.88	2.11	2.36	2.75	2.62	3.10
Basic metal products	3.16	4.02	4.37	4.42	4.86	4.93
Fabricated metal products; other machinery and equipment	2.70	2.61	2.81	3.31	3.40	3.99
Transport equipment	2.98	2.95	2.56	3.44	3.58	4.15
Other manufacturing	2.89	2.84	3.02	3.25	3.68	3.72
Electricity, gas and water	1.86	1.89	1.57	1.75	1.98	1.85
Construction	1.71	2.12	1.84	2.81	2.27	2.96
Wholesale trade	1.15	0.99	1.35	1.35	1.14	1.41
Retail trade	0.71	0.72	0.72	0.79	0.72	0.77
Transport and storage; Communication	2.23	2.45	2.35	2.70	3.44	2.82
Public administration and defence(a)	0.73	0.66	0.73	0.77	0.88	0.87
Community services	0.33	0.34	0.34	0.40	0.36	0.39
Other(b)	0.41	0.73	0.73	0.64	0.68	0.70
All industries	1.22	1.30	1.29	1.46	1.48	1.60
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	8.99	9.63	9.13	9.98	12.39	11.51
Manufacturing	7.98	7.78	7.67	8.11	8.63	9.25
Food, beverages and tobacco	7.67	7.25	6.73	6.89	7.92	8.41
Textiles; Clothing and footwear	9.20	7.66	7.11	7.34	8.66	11.33
Paper, paper products, printing and publishing	6.87	7.06	6.52	6.89	7.11	8.06
Chemical, petroleum and coal products	7.67	7.99	8.56	8.96	8.64	8.85
Basic metal products	8.70	9.39	9.73	10.04	10.31	10.52
Fabricated metal products; other machinery and equipment	7.68	7.13	7.39	8.40	8.69	9.28
Transport equipment	8.53	8.69	8.01	9.66	9.13	9.31
Other manufacturing	8.16	8.19	8.41	8.08	8.98	8.99
Electricity, gas and water	7.77	7.07	6.84	7.30	7.51	7.40
Construction	8.65	8.00	8.19	8.72	7.77	9.50
Wholesale trade	6.96	6.22	7.40	7.24	6.47	7.04
Retail trade	4.07	4.08	4.02	4.27	4.39	4.54
Transport and storage; Communication	7.99	7.83	7.85	8.92	10.34	8.98
Public administration and defence(a)	5.32	5.27	5.54	5.61	6.10	6.04
Community services	5.67	5.92	5.72	5.70	6.22	5.94
Other(b)	5.75	6.52	6.41	5.77	5.48	5.65
All industries	7.03	6.96	6.92	7.27	7.59	7.79
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME						
Mining	47.24	45.23	45.15	40.07	45.65	51.45
Manufacturing	32.27	33.87	35.52	36.85	36.59	40.15
Food, beverages and tobacco	36.77	39.69	43.03	44.85	35.80	40.63
Textiles; Clothing and footwear	22.64	26.05	30.13	29.30	28.63	34.11
Paper, paper products, printing and publishing	24.15	23.74	25.69	26.53	28.93	29.28
Chemical, petroleum and coal products	24.49	26.37	27.57	30.66	30.30	35.03
Basic metal products	36.36	42.77	44.90	44.05	47.07	46.89
Fabricated metal products; other machinery and equipment	35.13	36.64	38.02	39.37	39.18	43.00
Transport equipment	34.97	33.92	32.01	35.63	39.21	44.53
Other manufacturing	35.35	34.63	35.88	40.19	40.98	41.36
Electricity, gas and water	23.92	26.76	22.96	24.00	26.31	25.00
Construction	19.74	26.53	22.41	32.17	29.27	31.12
Wholesale trade	16.58	15.95	18.30	18.64	17.60	19.97
Retail trade	17.36	17.60	17.91	18.49	16.49	17.01
Transport and storage; Communication	27.93	31.27	29.92	30.23	33.26	31.38
Public administration and defence(a)	13.81	12.60	13.21	13.79	14.40	14.46
Community services	5.88	5.68	5.98	7.03	5.82	6.50
Other(b)	7.21	11.16	11.43	11.03	12.11	12.46
All industries	17.35	18.68	18.68	20.05	19.51	20.48

(a) Excludes permanent defence forces. (b) Includes Finance, property and business services and Recreation, personal and other services.

Source: *Job Vacancies and Overtime, Australia* (6354.0).

CHAPTER 8

INDUSTRIAL RELATIONS

The ABS produces statistics about industrial disputes, trade union membership, and the incidence of awards, determinations and collective agreements which cover some aspects of Australian industrial relations.

Industrial Disputes

The industrial disputes statistics presented in this chapter are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes and from reports of government authorities. The statistics relate to disputes which involved stoppages of work involving the equivalent of ten or more working days lost at the establishments where the stoppages occurred.

Working days lost per thousand employees in the twelve months ending December 1989 (190) decreased by 294 per cent compared to 1988 (269) representing the lowest rate since December 1981 when this measure was first introduced on a monthly basis.

There were 1,202,200 working days lost for disputes during 1989 compared to 1,641,400 in 1988, a decrease of 26.9 per cent.

Those disputes involved 709,600 employees (both directly and indirectly), a decrease of 7.1 per cent from 1988 (894,400).

TABLE 8.1. INDUSTRIAL DISPUTES, AUSTRALIA, 1972 TO 1989

Period	Employees involved ('000)								
	Number of disputes		Directly		Indirectly		Total		Total working days lost ('000)
	Commenced during period	Total	Newly involved (a)	Total	Newly involved (a)	Total	Newly involved (a)	Total	
1972	n.a.	2,298	n.a.	1,041.2	n.a.	72.6	n.a.	1,113.8	2,010.3
1973	n.a.	2,538	n.a.	758.0	n.a.	45.0	n.a.	803.0	2,634.7
1974	n.a.	2,809	n.a.	1,947.1	n.a.	57.8	n.a.	2,004.8	6,292.5
1975	n.a.	2,432	n.a.	1,343.8	n.a.	54.1	n.a.	1,398.0	3,509.9
1976	n.a.	2,055	n.a.	2,137.3	n.a.	52.6	n.a.	2,189.9	3,799.2
1977	2,083	2,090	539.0	539.4	56.8	56.8	595.8	596.2	1,654.8
1978	2,276	2,277	1,011.9	1,011.9	63.7	63.7	1,075.6	1,075.6	2,130.8
1979	2,040	2,042	1,816.7	1,818.0	44.9	44.9	1,861.6	1,862.9	3,964.4
1980	2,420	2,429	1,101.8	1,108.6	63.2	64.0	1,165.0	1,172.6	3,319.7
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4
1989	1,390	1,401	695.1	698.4	11.2	11.2	706.3	709.6	1,202.2

(a) Comprises workers involved in disputes that commenced during the period and additional workers involved in disputes that continued from previous periods.

Source: *Industrial Disputes, Australia* (6322.0).

CHART 8.1. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED IN INDUSTRIAL DISPUTES, AUSTRALIA

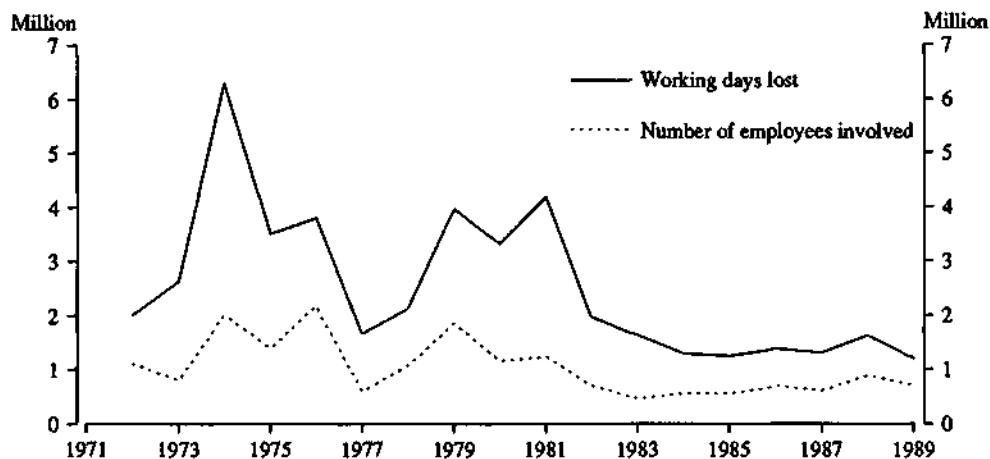


CHART 8.2. WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA

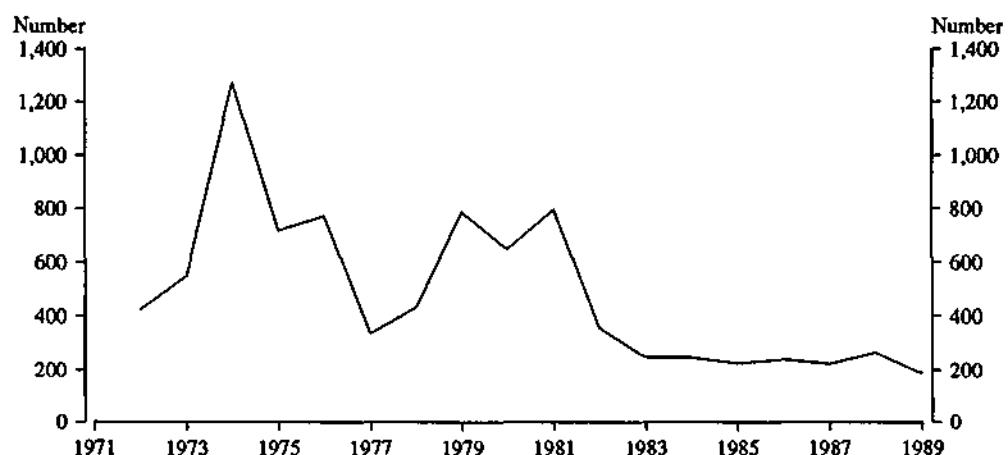
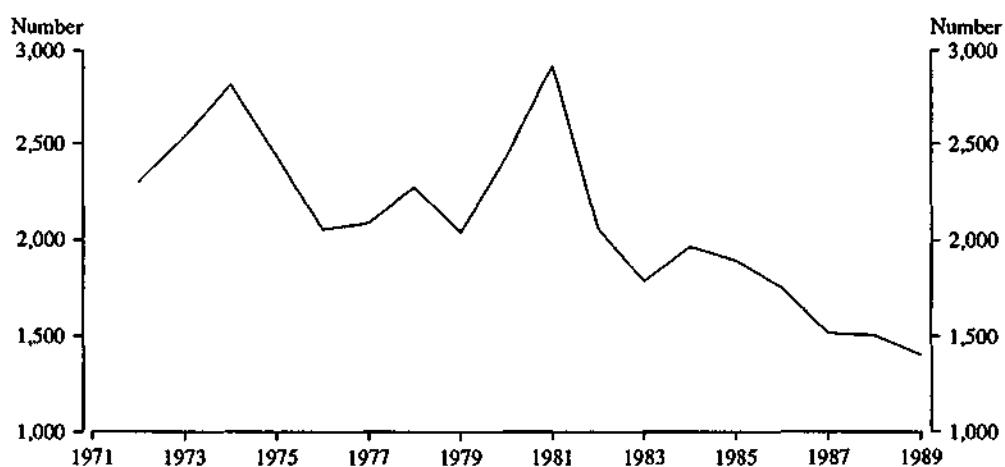


CHART 8.3. NUMBER OF INDUSTRIAL DISPUTES, AUSTRALIA



Source: *Industrial Disputes, Australia, December* (6321.0).

TABLE 8.2. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES, INDUSTRY, AUSTRALIA, 1972 TO 1989

Period	Manufacturing			Transport and storage; Communication			Other industries (a)	All industries
	Mining		Metal products, machinery and equipment	Construction	Steve- doring services	Other		
	Coal	Other	Other		Other	Other		
1972	2,909	1,152	1,113	533	1,037	1,990	578	89
1973	4,268	2,860	1,405	889	1,119	2,705	256	133
1974	7,725	2,625	4,876	1,026	3,009	6,172	1,352	194
1975	14,991	1,576	2,376	674	1,255	2,581	379	230
1976	6,602	3,952	1,467	1,245	1,433	2,276	1,010	292
1977	4,145	3,182	398	679	591	2,625	450	101
1978	5,669	2,415	1,460	747	378	8,418	435	74
1979	8,220	5,752	1,886	1,112	1,100	3,724	1,138	269
1980(b)	23,362	4,036	1,194	1,080	674	2,548	353	202
1981	10,209	5,238	2,287	986	1,405	2,952	970	238
1982	9,698	2,686	471	505	768	672	84	358
1983	3,223	3,375	353	186	1,269	485	42	249
1984	3,913	3,745	343	416	503	372	91	248
1985	6,892	1,928	256	312	666	430	71	228
1986	10,741	3,328	445	328	458	135	72	242
1987	8,920	1,072	479	305	743	217	70	223
1988	15,548	1,777	750	183	725	177	85	269
1989	5,432	651	474	282	374	161	96	190

(a) Excludes agriculture, etc. and private households employing staff for the years 1976-1983. These are included from 1984. (b) For change in method of estimation see paragraph 90 of the Technical Notes.

Source: *Industrial Disputes, Australia* (6322.0).

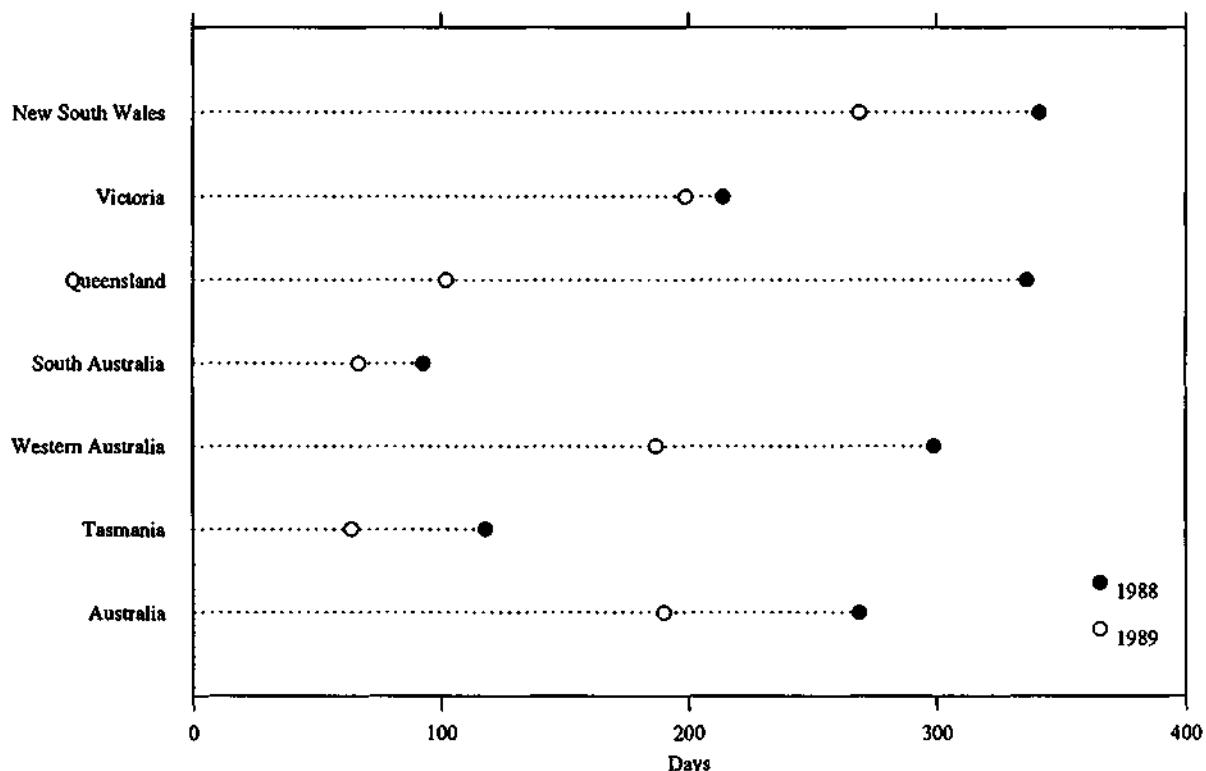
TABLE 8.3. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), STATES AND AUSTRALIA

Period	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(b)
1972	503	497	485	143	261	152	435
1973	622	590	509	296	313	1,089	552
1974	1,462	1,757	807	686	656	672	1,273
1975	831	910	718	277	253	305	717
1976	827	1,051	638	323	623	464	773
1977	308	433	359	65	532	197	336
1978	555	346	536	172	473	261	434
1979	742	1,083	679	402	838	439	787
1980	657	792	863	132	446	668	649
1981	1,023	863	620	320	548	461	797
1982	381	258	660	101	348	431	348
1983	287	163	176	115	577	478	249
1984	357	132	302	56	256	350	248
1985	209	236	411	48	187	138	228
1986	304	240	208	95	272	190	242
1987	366	172	87	91	213	177	223
1988	341	214	336	93	299	118	269
1989	270	199	103	67	188	64	190

(a) For details, see paragraph 90 of the Technical Notes. (b) Includes the Northern Territory and the Australian Capital Territory.

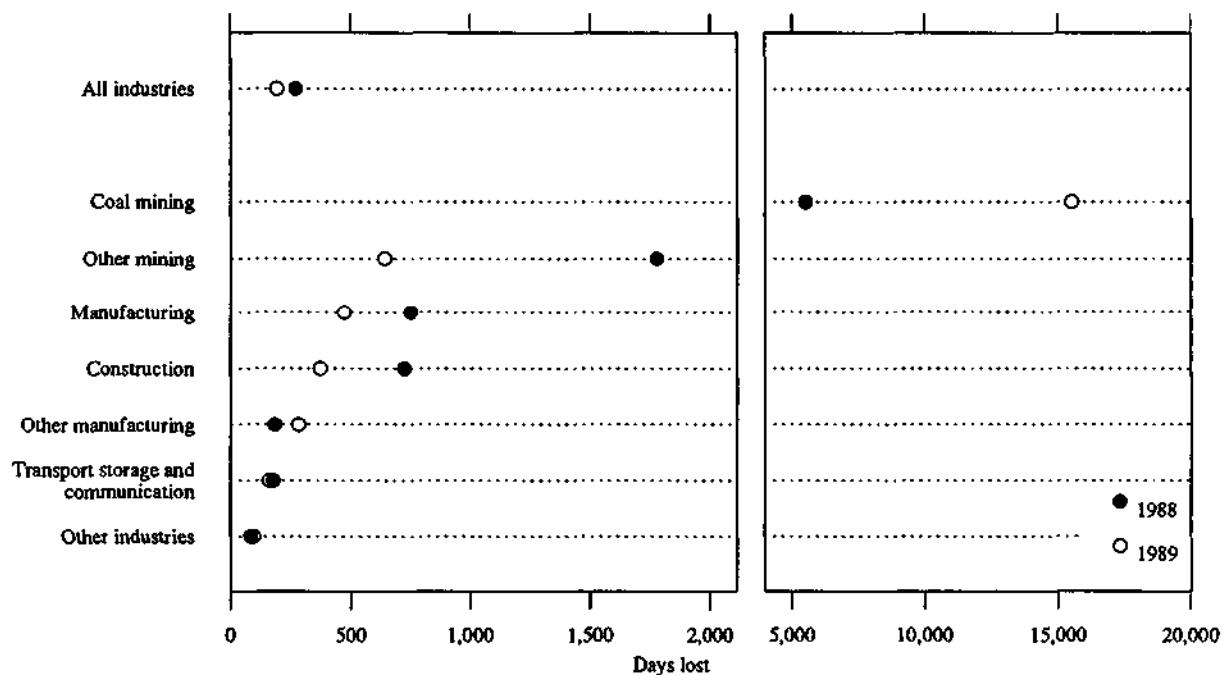
Source: *Industrial Disputes, Australia* (6321.0).

**CHART 8.4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1988 AND 1989:
WORKING DAYS LOST PER THOUSAND EMPLOYEES**



Source: *Industrial Disputes, Australia, December* (6321.0).

**CHART 8.5. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1988 AND 1989:
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



Source: *Industrial Disputes, Australia, December* (6321.0).

Trade Union Members

Of the 6,101,900 employees in August 1988, 42 per cent were members of a trade union. This result shows the decline in union membership evident from the November 1976 survey (51%) and the August 1986 survey estimates (46%).

The number of female employees increased by 710,500 (38%) between November 1976 and August 1988, whereas the number who were members of trade unions increased by 124,200 (16%). For male employees, employment increased by 339,300 (11%) and the number who were members of trade unions fell by 101,000 (6%). Approximately 46 per cent of males and 35 per cent of females were trade union members.

While the median age (35 years) of employees who were trade union members has not changed since 1976 the proportion of trade union members in all of the age groups has dropped. The proportion for the 15 to 24 years group has dropped from 43 per cent in 1976 to 32 per cent in 1988. The 60 to 64 years group recorded a decrease from 60 per cent in 1976 to 45 per cent in 1988, while the proportion of trade union members in the 65 and over age group fell from 24 per cent in 1976 to 9 per cent in 1988.

In 1988, the level of trade union membership increased with age, from 27 per cent of the 15 to 19 years grouping to peak at 51 per cent of the group aged 55 to 59 years.

The number of employees in the private and public sectors grew by 25 per cent and 3 per cent respectively between May 1982 and August 1988. Over the same period, the number who were members of trade unions increased by 2 per cent for the private sector, and fell by 5 per cent for the public sector. In 1988, some 68 per cent of public sector and 32 per cent of private sector employees were members of a trade union.

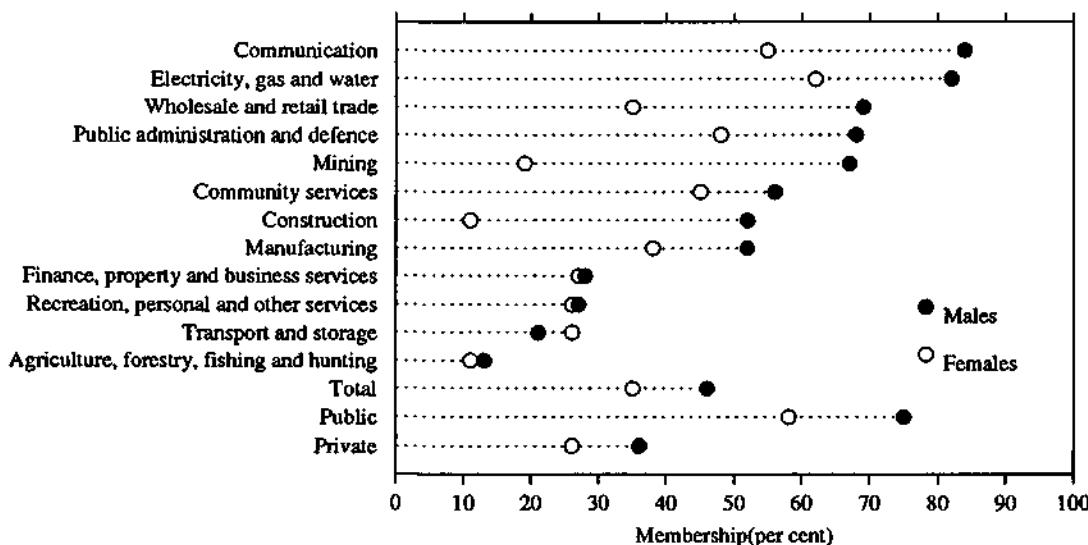
While males had a higher level of membership than females overall and in full-time employment, female part-time employees recorded a higher level of membership (25%) than their male counterparts (22%). Approximately 46 per cent of full-time and 25 per cent of part-time employees were members of a trade union.

The distribution of weekly earnings from main job shows that both male and female trade union members earn on average, more than persons who are not union members.

The difference in the proportion of trade union members and non-members having superannuation coverage was greatest for employees in the Construction industry with 72 per cent of members and 41 per cent of non-members. The smallest difference (1%) was recorded for employees in the Wholesale and retail trade industries.

For the various industry divisions the highest rate of union membership was recorded in the Electricity, gas and water industry, 80 per cent of employees belonging to a union. The lowest rate was recorded in the Agriculture, forestry, fishing and hunting industry division with 13 per cent of employees belonging to a union.

**CHART 8.6. TRADE UNION MEMBERSHIP: INDUSTRY AND SECTOR,
AUSTRALIA, AUGUST 1988**



Source: *Trade Union Members, Australia* (6325.0).

TABLE 8.4. EMPLOYEES WHO WERE TRADE UNION MEMBERS : SUMMARY OF SELECTED CHARACTERISTICS,
AUSTRALIA, NOVEMBER 1976, MARCH TO MAY 1982, AUGUST 1986, AUGUST 1988

	November 1976		March to May 1982		August 1986		August 1988	
	Number of members ('000)	Proportion of all employees in same category (per cent)						
<i>State or Territory of usual residence—</i>								
New South Wales	903.1	51	949.8	51	903.1	46	894.5	42
Victoria	678.6	50	658.5	48	695.6	46	682.4	42
Queensland	346.0	53	383.9	50	396.0	45	369.9	39
South Australia	229.2	50	227.7	50	226.8	47	228.6	46
Western Australia	204.4	50	199.9	46	210.6	41	205.1	37
Tasmania	84.3	60	86.2	58	85.6	55	85.3	52
Northern Territory	19.9	51	20.8	41	25.6	43	20.8	35
Australian Capital Territory	47.1	60	40.9	44	50.6	42	49.5	39
<i>Age group—</i>								
15-19	} 583.8	43	173.9	31	166.0	28	168.3	27
20-24			399.3	44	369.9	42	327.8	36
25-34			712.1	51	750.1	48	726.6	43
35-44			562.9	52	642.8	48	688.1	45
45-54			440.0	57	433.2	53	423.5	47
55-59			192.2	62	158.0	55	137.5	51
60-64			79.0	59	70.9	53	61.1	45
65 and over			7.5	25	*2.9	12	*3.0	9
<i>Industry—</i>								
Agriculture, forestry, fishing and hunting	21.5	20	21.0	20	16.9	15	16.9	13
Mining	39.2	63	68.5	64	67.0	72	56.5	63
Manufacturing	679.8	57	635.0	54	545.4	51	546.7	48
Electricity, gas and water	88.1	83	101.5	78	112.7	82	91.3	80
Construction	188.3	57	127.0	50	145.3	48	157.5	47
Wholesale and retail trade	258.3	27	253.0	28	279.4	25	287.1	23
Transport and storage	194.5	73	199.7	72	211.9	67	186.3	62
Communication	121.8	88	108.2	85	117.0	80	101.0	76
Finance, property and business services	167.6	42	194.5	42	193.2	34	185.4	28
Public administration and defence	179.1	72	211.9	63	197.9	60	195.9	61
Community services	452.1	56	536.9	54	609.8	52	604.0	49
Recreation, personal and other services	122.3	41	110.2	36	97.6	29	107.4	26
<i>Sector—</i>								
Public	n.a.	n.a.	1,202.1	73	1,238.2	71	1,146.6	68
Private(a)	n.a.	n.a.	1,365.5	39	1,355.7	34	1,389.3	32
<i>Birthplace—</i>								
Born in Australia	1,833.7	50	1,803.6	48	1,899.0	45	1,866.7	41
Born outside Australia	1,678.9	54	764.0	55	694.9	48	669.2	43
Main English speaking countries	1,274.6	47	295.3	48	293.5	44	285.0	39
United Kingdom or Ireland	248.1	49	248.0	48	244.6	47	231.0	42
Canada, U.S.A., New Zealand or South Africa	26.5	36	47.3	43	48.9	33	54.0	30
Other countries	1,401.4	60	468.7	60	401.4	53	366.4	46
Germany	24.3	48	23.8	44	21.3	43	23.7	45
Greece	55.1	66	42.4	71	32.5	60	33.3	58
Italy	62.7	62	89.5	67	60.5	59	56.0	54
Yugoslavia	53.6	69	65.5	75	60.2	72	44.0	63
Other	208.7	58	247.6	56	227.0	48	213.9	41
<i>Permanent/Casual—</i>								
Permanent	n.a.	n.a.	n.a.	n.a.	2,388.4	51	2,308.4	47
Casual	n.a.	n.a.	n.a.	n.a.	205.5	21	227.5	20
<i>Hours worked in main job—</i>								
Less than 35 hours	n.a.	n.a.	256.8	33	663.1	40	786.2	39
35 hours or more	n.a.	n.a.	2,310.8	52	1,775.8	47	1,749.7	43
Total	2,512.7	51	2,567.6	49	2,593.9	46	2,535.9	42
Males	1,741.2	56	1,706.9	53	1,685.1	50	1,640.2	46
Females	771.5	43	860.7	43	908.8	39	895.7	35

(a) Includes some persons for whom sector could not be determined.

Source: *Trade Union Members, Australia, August 1988* (6325.0).

Trade Union Statistics

Data on trade unions are obtained from two sources. Supplementary household surveys were conducted in August 1986 and August 1988 to provide information on the characteristics of trade union members such as their age, occupation, industry of work and earnings. For the annual collection of trade unions, statistics are compiled from questionnaires completed by individual trade unions. The statistics relate to trade union membership and state of operation.

At 30 June 1989, 299 trade unions were identified with a total membership of 3,410,300 persons (an estimated 54% of all employees). This compares with 328 trade unions as at 31 December 1979 with a total membership of 2,873,600 persons (an estimated 56% of all employees).

Of the 299 trade unions reported for 1989, 11 had membership of 80,000 or more, accounting for 41.3 per cent of total union membership.

TABLE 8.5. TRADE UNIONS : NUMBER OF MEMBERS, AUSTRALIA, DECEMBER 1979 TO JUNE 1989

	Number of separate unions	Number of members ('000)			Proportion of total employees (per cent)		
		Males	Females	Persons	Males	Females	Persons
<i>End of December—</i>							
1979	328	1,971.4	902.2	2,873.6	61	47	56
1980	325	2,009.5	946.3	2,955.9	61	47	55
1981	324	2,029.4	964.7	2,994.1	60	47	54
1982	322	2,024.4	988.0	3,012.4	62	48	56
1983	319	2,007.2	978.0	2,985.2	61	47	56
1984	329	2,041.2	987.3	3,028.5	61	45	55
30 June 1985	323	2,121.6	1,032.6	3,154.2	65	46	57
30 June 1986	326	2,126.5	1,059.7	3,186.2	63	44	55
30 June 1987	316	2,136.0	1,104.2	3,240.1	63	44	55
30 June 1988	308	2,166.6	1,123.8	3,290.5	62	43	54
30 June 1989	299	2,191.0	1,219.3	3,410.3	62	44	54

Source: *Trade Union Statistics, Australia* (6323.0).

TABLE 8.6. TRADE UNIONS : CLASSIFICATION BY SIZE OF MEMBERSHIP, AUSTRALIA, DECEMBER 1979 AND JUNE 1989

Number of members	Number of unions		Proportion of total unions (per cent)		Number of members ('000)		Proportion of total members (per cent)	
	December 1979	June 1989	December 1979	June 1989	December 1979	June 1989	December 1979	June 1989
Under 100	41	38	12.5	12.7	2.2	1.7	0.1	0.1
100 and under 250	41	31	12.5	10.4	6.3	5.3	0.2	0.2
250 and under 500	28	26	8.5	8.7	10.4	8.9	0.4	0.3
500 and under 1,000	46	41	14.0	13.7	30.6	28.8	1.1	0.8
1,000 and under 2,000	44	42	13.4	14.0	60.6	59.5	2.1	1.7
2,000 and under 3,000	46	12	14.0	4.0	155.0	29.6	5.4	0.9
3,000 and under 5,000		25		8.4		98.8		2.9
5,000 and under 10,000	20	19	6.1	6.4	152.1	138.9	5.3	4.1
10,000 and under 20,000	23	19	7.0	6.4	349.8	261.3	12.2	7.7
20,000 and under 30,000	11	12	3.4	4.0	272.2	295.4	9.5	8.7
30,000 and under 40,000	5	10	1.5	3.3	174.3	350.2	6.1	10.3
40,000 and under 50,000	9	6	2.7	2.0	410.5	271.1	14.3	7.9
50,000 and under 80,000	7	7	2.1	2.3	450.7	453.1	15.7	13.3
80,000 and over	7	11	2.1	3.7	798.1	1,407.8	27.8	41.3
Total	328	299	100.0	100.0	2,873.6	3,410.3	100.0	100.0

Source: *Trade Union Statistics, Australia* (6323.0).

Incidence of Awards

Statistics of the award coverage of employees were obtained from the Survey of Employee Earnings and Hours conducted in May 1985. Further data on incidence of awards will be available from the 1990 collection.

The occupation group with the highest coverage by awards, determinations and collective agreements was Nurses (males 100.0 per cent and females 99.0 per cent). The lowest coverage, 34.8 per cent was recorded for males in the Administrative, executive and managerial employees group.

TABLE 8.7. INCIDENCE OF AWARDS : ALL EMPLOYEES, OCCUPATION GROUP, AUSTRALIA, MAY 1985
(Per cent)

Occupation group	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total		Federal	State	Total	
Professional, technical and related employees	27.7	48.9	78.9	21.1	8.8	81.2	92.1	7.9
Nurses	*	97.5	100.0	*	4.6	93.9	99.0	1.0
Teachers	13.0	77.7	93.1	6.9	6.1	86.3	95.0	5.0
Draftpersons and technicians	46.5	35.9	84.3	15.7	*	61.0	86.8	13.2
Other professionals	31.3	30.6	64.6	35.4	20.1	47.6	71.7	28.3
Administrative, executive and managerial employees	15.7	13.0	34.8	65.2	*	*	*	66.0
Clerical employees	48.6	33.4	87.0	13.0	27.9	53.4	85.4	14.6
Sales employees	17.7	57.1	78.2	21.8	4.2	83.4	88.6	11.4
Farmers, fisherpersons and related employees	25.1	61.0	87.5	12.5	10.8	76.2	91.6	8.4
Miners, quarryworkers and related employees	57.1	26.9	86.6	13.4	*	*	*	*
Employees in transport and communications	49.9	38.3	91.7	8.3	*	*	88.2	*
Tradespersons, production-process employees and labourers, n.e.c.	52.9	37.7	92.5	7.5	53.8	40.0	94.8	5.2
Textile, clothing, footwear and leather goods makers and related employees	60.4	31.1	93.5	*	64.4	32.6	97.2	*
Machine toolmakers, metal machinists, mechanics, plumbers and related metal employees	63.8	27.2	92.3	7.7	*	*	*	*
Electricians and related electrical and electronics employees	67.1	27.6	95.7	*	93.6	*	96.7	*
Metalmaking and related employees	68.3	26.8	95.5	4.5	90.4	*	95.7	*
Carpenters, cabinetmakers and related employees, building etc.								
tradespersons and construction employees	41.5	44.2	87.3	12.7	*	*	85.2	*
Packers, wrappers, labellers, storepersons and freight handlers	41.1	50.9	94.3	*	25.8	67.2	94.1	*
Labourers, apprentices, factory employees n.e.c.	42.5	47.5	92.8	7.2	48.1	*	92.7	*
Service, sport and recreation employees	20.1	71.2	92.3	*	17.8	71.5	90.0	*
Other	97.2	*	97.2	*	*	*	79.9	*
All occupations	40.0	40.5	83.4	16.6	21.6	63.4	87.4	12.6

Source: *Incidence of Awards, Australia, May 1985* (6315.0).

TABLE 8.8. INCIDENCE OF AWARDS : ALL EMPLOYEES BY INDUSTRY, AUSTRALIA, MAY 1985
(Per cent)

Industry	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total(a)		Federal	State	Total(a)	
Mining	53.1	26.2	81.9	18.1	29.7	27.4	60.9	39.1
Manufacturing	48.9	32.5	84.0	16.0	39.7	46.7	87.9	12.1
Food, beverages and tobacco	25.5	56.3	85.7	14.3	20.4	69.1	91.4	8.6
Textiles; Clothing and footwear	56.7	23.0	80.7	n.a.	63.2	30.7	94.2	n.a.
Paper, paper products, printing and publishing	45.4	28.8	84.9	15.1	33.5	44.0	80.6	19.4
Chemical, petroleum and coal products	36.2	32.5	70.7	29.3	21.3	59.3	81.1	n.a.
Metal products, machinery and equipment	62.3	22.1	85.6	14.4	49.3	37.3	88.3	11.7
Basic metal products	38.8	46.3	85.7	14.3	29.1	48.6	77.7	n.a.
Fabricated metal products; Other machinery and equipment	61.0	17.8	80.6	19.4	42.1	42.2	86.6	13.4
Transport equipment	80.0	13.6	94.0	6.0	75.2	20.4	96.0	n.a.
Other	39.7	41.1	82.6	17.4	25.2	54.6	80.9	19.1
Electricity, gas and water	38.6	59.9	98.5	n.a.	44.0	54.3	98.3	n.a.
Construction	35.4	38.9	77.0	23.0	10.8	42.0	56.0	44.0
Wholesale trade	28.1	33.4	66.2	33.8	11.8	62.2	77.2	22.8
Retail trade	30.4	45.8	77.9	22.1	6.3	80.5	87.5	12.5
Transport and storage	55.3	31.5	90.6	9.4	47.2	29.7	79.3	n.a.
Communication	99.8	n.a.	99.9	n.a.	99.6	n.a.	99.9	n.a.
Finance, property and business services	32.1	28.7	69.1	30.9	29.1	46.4	84.2	15.8
Public administration and defence	53.4	44.3	98.6	n.a.	64.7	32.3	98.2	n.a.
Community services	14.0	72.9	88.4	11.6	6.9	82.6	90.9	9.1
Recreation, personal and other services	31.6	46.6	81.1	18.9	27.3	56.5	85.2	n.a.
All industries	40.0	40.5	83.4	16.6	21.6	63.4	87.4	12.6

(a) Includes small numbers of employees covered by unregistered collective agreements.

Source: *Incidence of Awards, Australia, May 1985* (6315.0).

CHAPTER 9

TRAINING

Training is a major factor in both labour market adjustment, and occupational mobility. In addition, the manner in which training is acquired can be a major influence on labour market efficiency. National estimates of the expenditure by employers for the formal training of their employees are provided by the *Training Expenditure Survey*. The survey also provides estimates of the paid time employees spend receiving formal training.

Further, national details about the extent and the types of training and education being undertaken by wage and salary earners are provided through the 1989 survey of How Workers Get Their Training.

Training Expenditure

The *Training Expenditure Survey* is designed to produce national estimates of expenditure on formal training by industry and employer size. It was first run in the September quarter 1989, when 2,000 employers Australia wide, participated in the survey.

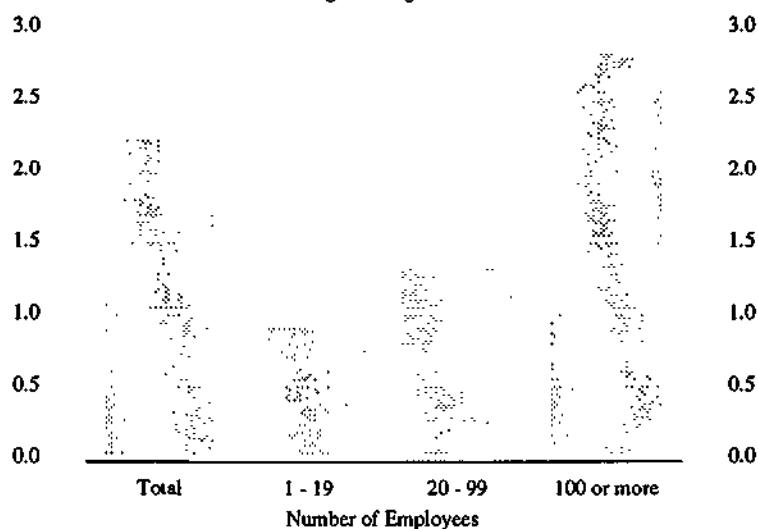
Formal training is defined as all training activities which have a structured plan and format designed to develop job related skills and competence. By contrast, informal training, that is, unstructured on-the-job training, is excluded from the scope of the survey.

During the three months July to September 1989 Australian employers spent an amount equivalent to 2.2 per cent of gross wages and salaries on the formal training of their employees. This represents \$133 per employee, or five and a half hours of training per employee.

Only 22 per cent of all employers reported formal training expenditure during the period. Although they employed approximately three quarters of all Australian employees, not all of these employees received training during the period. Overall, employers who provided training spent 2.9 per cent of gross wages and salaries on training. This represents \$182, or nearly 8 hours of training received per employee.

Employers with a large number of employees spent a higher proportion of gross wages and salaries on formal training than did those with few employees. Taken over all employers, large employers (with 100 or more employees) spent 2.8 per cent of gross wages and salaries. By contrast, medium employers (with 20 to 99 employees) spent 1.3 per cent, and small employers (with 1 to 19 employees) spent 0.9 per cent on formal training during the quarter. A greater number of large employers (88%) reported formal training expenditure than did either medium (46%) or small employers (18%).

**CHART 9.1. AVERAGE TRAINING EXPENDITURE,
EMPLOYER SIZE, AUSTRALIA, JULY TO SEPTEMBER 1989**
Per cent of gross wages and salaries



Source: Employer Training Expenditure, Australia, July to September, 1989 (6353.0).

TABLE 9.1. AVERAGE TRAINING EXPENDITURE—AUSTRALIA
SECTOR BY EMPLOYER SIZE, JULY TO SEPTEMBER 1989

	<i>1 - 19 employees</i>	<i>20 - 99 employees</i>	<i>100 or more employees</i>	<i>Total</i>
PRIVATE				
Total training expenditure	0.8	per cent of gross wages and salaries 1.2	2.4	1.7
Total training expenditure per employee	40.6	dollars 69.1	148.8	97.5
Training hours per employee	3.4	hours 3.3	5.6	4.4
Employers reporting training expenditure(a)	17.6	per cent of all employers 47.8	84.8	21.4
PUBLIC				
Total training expenditure	*0.6	per cent of gross wages and salaries 2.9	3.3	3.3
Total training expenditure per employee	*30.6	dollars 177.9	224.5	221.5
Training hours per employee	*1.1	hours 7.9	9.3	9.2
Employers reporting training expenditure(a)	*26.9	per cent of all employers 100.0	98.8	61.4
TOTAL				
Total training expenditure	0.8	per cent of gross wages and salaries 1.3	2.8	2.2
Total training expenditure per employee	40.5	dollars 74.1	183.2	132.9
Training hours per employee	3.3	hours 3.5	7.3	5.7
Employers reporting training expenditure(a)	17.7	per cent of all employers 49.8	87.9	22.1

(a) The percentage of employers is based on the statistical unit for the survey (see paragraph 105 of the Technical Notes).

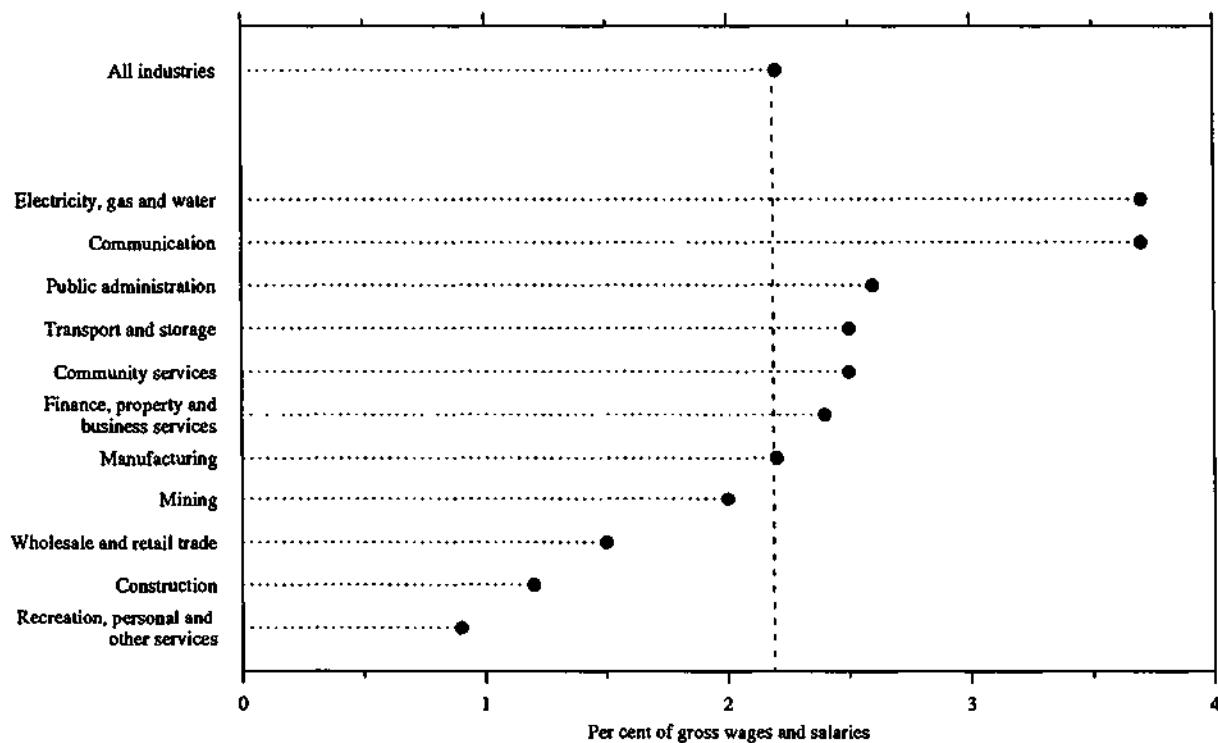
Source: *Employer Training Expenditure, Australia, July to September 1989* (6353.0).

Training Expenditure by Industry

The Electricity, gas and water industry and the Communication industry had the highest expenditure on formal training, equivalent to 3.7 per cent of gross wages and salaries. This represents \$274 and \$262 per employee respectively, or ten and a half hours and nine hours per employee respectively for the period. These industries showed a high proportion of trade and apprenticeship training. Communication also showed a high proportion of clerical and sales training.

The Recreation, personal and other services industry had the lowest expenditure with 0.9 per cent. This represents \$36, or three and a half hours per employee for the period. This industry is characterised by a high level of part-time employment.

CHART 9.2. AVERAGE TRAINING EXPENDITURE,
INDUSTRY, AUSTRALIA, JULY TO SEPTEMBER 1989



Source: Employer Training Expenditure, Australia, July to September 1989 (6353.0).

TABLE 9.2. AVERAGE TRAINING EXPENDITURE — AUSTRALIA
SECTOR BY INDUSTRY, JULY TO SEPTEMBER 1989

Industry	Private			Total		
	In-house	External	Total	In-house	External	Total
per cent of gross wages and salaries						
Mining	*1.4	*0.5	*1.9	*1.5	0.5	2.0
Manufacturing	1.4	0.7	2.1	1.5	0.7	2.2
Electricity, gas and water	3.0	0.9	4.0	2.8	1.0	3.7
Construction	*0.1	0.7	0.8	*0.6	0.7	1.2
Wholesale and retail trade	1.0	0.5	1.5	1.0	0.5	1.5
Transport and storage	*0.4	*0.5	*0.9	2.1	*0.4	2.5
Communication	*0.7	*0.5	*1.1	3.2	0.5	3.7
Finance, property and business services	1.6	0.7	2.3	1.7	0.7	2.4
Public administration and defence	..	..	..	1.9	0.7	2.6
Community services	0.8	0.5	1.3	2.0	0.5	2.5
Recreational, personal and other services	*0.2	*0.6	*0.8	*0.3	*0.6	0.9
All Industries	1.1	0.6	1.7	1.6	0.6	2.2
dollars per employee						
Mining	*135.1	*44.3	*179.4	*143.0	*43.0	*186.0
Manufacturing	93.2	42.6	135.8	99.0	43.0	142.0
Electricity, gas and water	229.6	71.4	301.0	201.9	71.7	273.6
Construction	*7.6	*43.8	51.4	*39.0	44.3	83.2
Wholesale and retail trade	46.5	26.0	72.5	46.9	26.4	73.3
Transport and storage	*25.2	*31.3	*56.5	144.8	*30.6	175.4
Communication	*45.0	*32.6	*77.6	228.2	34.3	262.4
Finance, property and business services	100.8	43.2	144.1	107.6	43.0	150.6
Public administration and defence	..	..	..	128.8	45.3	174.1
Community services	*36.6	22.4	58.9	113.2	28.3	142.0
Recreational, personal and other services	*6.4	*22.4	28.8	*13.0	23.1	36.1
All Industries	63.7	33.9	97.5	97.1	35.8	132.9
hours per employee (a)						
Mining	*4.2	*1.8	*6.0	4.8	1.9	6.7
Manufacturing	3.7	2.4	6.1	4.1	2.4	6.5
Electricity, gas and water	6.7	3.6	10.3	7.1	3.4	10.4
Construction	*0.2	*4.9	*5.2	*1.5	*4.4	5.9
Wholesale and retail trade	1.9	2.5	4.4	1.9	2.5	4.4
Transport and storage	*0.9	*0.6	*1.5	3.5	1.2	4.8
Communication	*2.4	*1.3	*3.7	8.0	1.1	9.1
Finance, property and business services	2.9	1.2	4.2	3.4	1.2	4.6
Public administration and defence	..	..	..	4.6	1.6	6.2
Community services	1.4	0.9	2.3	5.4	1.4	6.7
Recreational, personal and other services	*0.3	*3.2	*3.5	*0.6	*3.0	*3.6
All Industries	2.3	2.1	4.4	3.7	2.0	5.7

(a) The total time receiving formal training averaged over the total number of employees.

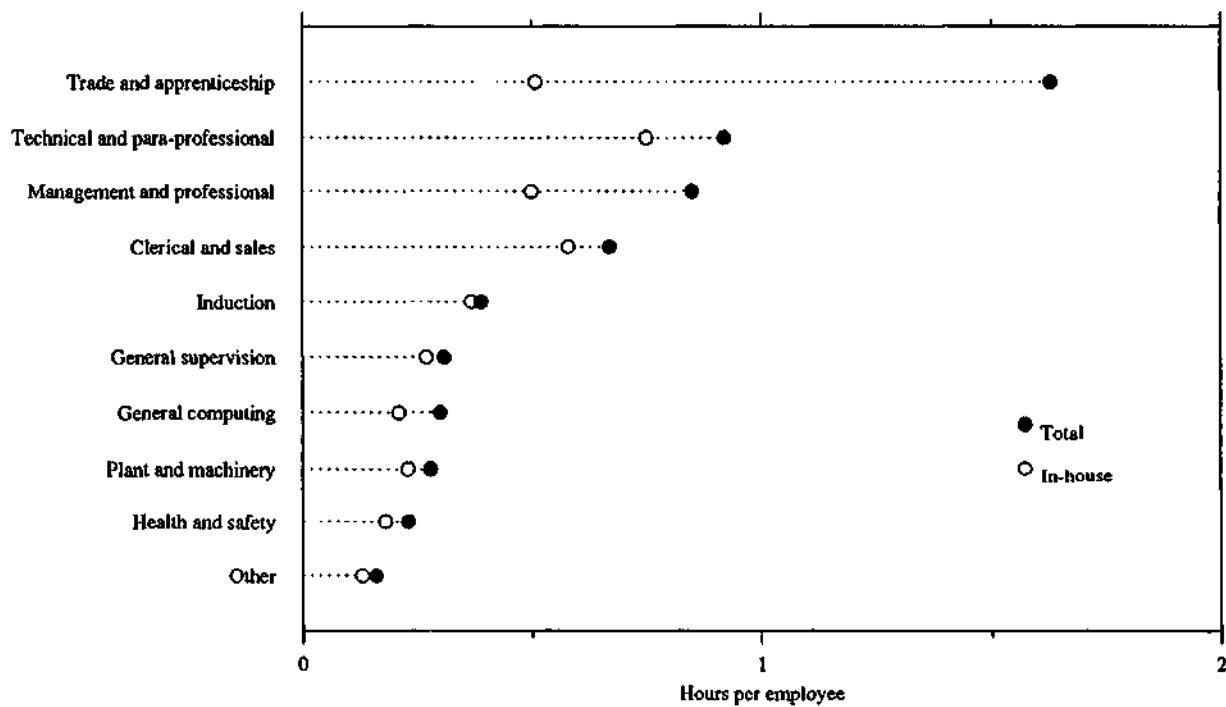
Source: Employer Training Expenditure, Australia, July to September 1989 (6353.0).

Fields of Training

Formal training was classified into fields of training according to the main content of the training course or program. Trade and apprenticeship training was the field in which most formal training was received, with an average of 1 hour and 40 minutes received per employee. This was mostly external training (1 hour and 6 minutes).

The fields of training in which the least training was undertaken were health and safety training with an average of 14 minutes per employee, and the category "Other" training with an average of 10 minutes per employee.

**CHART 9.3. AVERAGE PAID TRAINING TIME PER EMPLOYEE,
FIELD OF TRAINING(a), AUSTRALIA, JULY TO SEPTEMBER 1989**



(a) Formal training was classified according to the main content of the course or program.

Source: *Employer Training Expenditure, Australia, July to September 1989* (6353.0).

TABLE 9.3. AVERAGE PAID TRAINING TIME PER EMPLOYEE(a) — AUSTRALIA
FIELD OF TRAINING BY SECTOR, JULY TO SEPTEMBER 1989

<i>Field of training(b)</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
PRIVATE			
		hours per employee	
Induction	0.34	*0.01	0.35
General supervision	0.26	*0.04	0.30
General computing	0.18	0.06	0.24
Health and safety	0.12	0.05	0.17
Management and professional	0.35	0.27	0.62
Technical and para-professional	0.09	0.07	0.16
Trade and apprenticeship	0.30	1.45	1.75
Clerical, sales	0.34	0.08	0.42
Plant and machinery	0.22	*0.05	0.28
Other	0.08	*0.02	0.10
<i>All fields</i>	2.29	2.09	4.38
PUBLIC			
		hours per employee	
Induction	0.49	*0.00	0.49
General supervision	0.30	0.05	0.35
General computing	0.30	0.15	0.45
Health and safety	0.30	0.07	0.38
Management and professional	0.88	0.55	1.42
Technical and para-professional	2.42	0.40	2.82
Trade and apprenticeship	0.96	0.38	1.34
Clerical, sales	1.18	0.11	1.30
Plant and machinery	0.24	*0.05	0.29
Other	0.27	0.05	0.32
<i>All fields</i>	7.35	1.81	9.17
TOTAL			
		hours per employee	
Induction	0.38	*0.01	0.39
General supervision	0.27	0.04	0.31
General computing	0.21	0.09	0.30
Health and safety	0.18	0.05	0.23
Management and professional	0.50	0.35	0.85
Technical and para-professional	0.75	0.16	0.92
Trade and apprenticeship	0.49	1.14	1.63
Clerical, sales	0.58	0.09	0.67
Plant and machinery	0.23	*0.05	0.28
Other	0.13	0.03	0.16
<i>All fields</i>	3.73	2.01	5.74

(a)The total time receiving formal training averaged over the total number of employees. (b) Formal training was classified according to the main content of the course or program.

Source: *Employer Training Expenditure, Australia, July to September 1989* (6353.0).

Components of Training Expenditure

Employees' wages for time receiving training (\$69 per employee) was the largest single component of training expenditure during the period. Employers also spent an average of \$45 per employee for trainers' costs which includes gross wages and salaries for employees providing training, consultants fees, and training institution fees. A further \$19 per employee was spent on other items such as training equipment, travel, meals, accommodation, consumables, training rooms, and payments to industry training bodies.

TABLE 9.4. COMPOSITION OF AVERAGE TRAINING EXPENDITURE — AUSTRALIA SECTOR, JULY TO SEPTEMBER 1989

<i>Components of expenditure</i>	<i>Private</i>	<i>Public</i>	<i>Total</i>
		dollars per employee	
<i>Employees' wages and salaries for time receiving training</i>	51.5	113.3	69.1
<i>Trainers' costs (including fees)</i>	32.9	76.4	45.3
Wages and salaries for time providing training	15.9	58.1	28.0
Fees to consultants and institutions	16.9	18.3	17.3
<i>Other expenditure</i>	13.2	31.7	18.5
Equipment	2.0	8.3	3.8
Travel, accommodation and meals	6.9	12.8	8.6
Training rooms	1.8	5.9	3.0
Payments to industry training bodies	*0.6	*1.2	*0.7
Other(a)	2.0	3.6	2.4
Total wages and salaries costs(b)	67.4	171.4	97.1
Total costs other than wages and salaries(c)	30.1	50.0	35.8
Total training expenditure	97.5	221.5	132.9
Training subsidies received	3.2	2.5	3.0
Net training expenditure	94.4	218.9	129.9

(a) Materials, books, computer based training packages, printing, etc. (b) Employees' gross wages and salaries for time receiving and providing training. (c) Fees to consultants and institutions, and *Other expenditure*.

Source: *Employer Training Expenditure, Australia, July to September 1989* (6353.0).

How Workers Get Their Training

The survey was conducted as a Special Supplementary Survey during the period March to July 1987.

Some 72 per cent of all employees received on-the-job training. A little more than a third undertook in-house training courses, 17 per cent studied for an educational qualification, and 10 per cent attended at least one external training course.

No training at all was undertaken by an estimated 21 per cent of the 6,704,700 persons who had a wage or salary job in the twelve months to July 1989.

A similar proportion of males and females undertook training in external courses, in-house courses, on-the-job training, and study for an educational qualification. However, for full time workers, a higher proportion of females (84%) undertook some form of training than did males (79%).

Industries in which employees reported a high participation in training were the Electricity, gas, and water; Communication; and Finance, property and business services industries (each with 85%). Employees in the Agriculture, forestry, fishing and hunting industry reported the lowest participation (68%) with only 9 per cent receiving in-house training.

Some 84 per cent of public sector employees received training compared with 77 per cent of workers in the private sector. For in-house training the proportion of public sector workers taking courses (52%) was nearly double that for the private sector (28%).

Professionals had the highest participation in training (92%) and 23 per cent of this group undertook study for an educational qualification in 1988. Plant and machine operators, and drivers recorded the lowest rate (64%).

Qualifying Training

Of the 6,704,700 persons who had a wage or salary job during the year, 32 per cent (2,122,400) required a post-school qualification to secure their main job, and 13 per cent (863,400) required a secondary school certificate. For public and private sector employees, 63 per cent and 37 per cent respectively required an educational qualification to obtain their jobs.

In-house training courses

Some 2,337,500 persons who had a wage or salary job in the last twelve months attended in-house training courses. Of these persons, 42 per cent attended one course only, and 14 per cent attended 5 per cent or more courses.

Approximately, 26 per cent of those attending in-house training courses nominated management and professional training as the type of courses on which they spent most time.

External training courses

An estimated 658,400 wage and salary earners took 1,012,400 places on principal external training courses during the year. Two thirds of persons who had undertaken external courses while working had employer support for that training.

For 77 per cent of those taking an external course, the main course attended took less than 40 hours, and for 41 per cent the main course was for less than 10 hours.

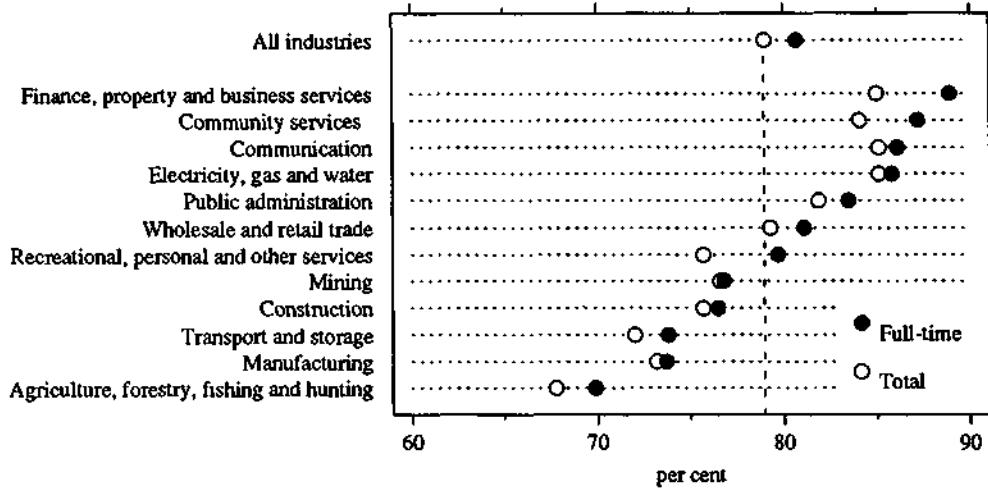
TABLE 9.5. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS : SUMMARY OF CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN IN THE LAST 12 MONTHS, 1989

	Training courses undertaken							
	Studied for educational qualification in 1988	External training		Some training undertaken			No training undertaken	Total ('000)
		Employer supported	Total	In-house	On-the-job			
Marital status —								
Married	9.0	7.0	10.1	36.0	66.6	74.5	25.5	4,031.6
Not married	28.5	5.5	9.4	33.1	79.6	86.0	14.0	2,673.1
Family status —								
Member of a family	15.9	6.4	9.6	34.4	70.9	78.3	21.7	5,441.4
Husband or wife	9.0	7.0	10.1	36.2	66.6	74.5	25.5	3,901.8
With dependents present	8.7	7.2	10.5	37.5	68.0	76.1	23.9	2,367.2
Without dependents present	9.3	6.8	9.6	34.3	64.5	72.1	27.9	1,534.6
Other family head	12.4	5.0	10.7	32.2	70.7	77.9	22.1	273.8
Full-time student aged 15-24(a)	85.4	* 0.9	* 2.2	23.5	81.5	99.1	* 0.9	136.5
Other child of married couple or family head	32.9	5.2	8.5	30.7	84.9	89.2	10.8	1,051.5
Other relative of married couple or family head	22.1	* 2.9	* 3.5	23.8	77.1	81.3	18.7	77.8
Not a member of a family	20.0	7.2	11.8	38.6	76.1	83.1	16.9	960.7
Family status not determined	22.6	4.6	8.2	30.5	74.6	80.4	19.6	302.7
Birthplace and period of arrival —								
Born in Australia	17.9	6.3	9.9	36.2	73.3	80.6	19.4	5,039.0
Born outside Australia	13.2	6.7	9.6	30.8	67.2	74.4	25.6	1,665.8
Main English speaking countries	12.7	8.5	12.9	37.3	71.9	79.4	20.6	777.0
Other countries	13.7	5.2	6.8	25.0	63.1	70.0	30.0	888.7
Arrived before 1960	5.5	7.5	11.3	30.7	54.5	62.9	37.1	272.4
Arrived 1960-1969	9.7	6.6	9.5	31.7	61.3	68.8	31.2	473.3
Arrived 1970-1979	17.5	6.3	8.9	31.4	70.2	76.9	23.1	435.2
Arrived 1980-1989	17.2	6.7	9.5	29.4	77.4	84.0	16.0	484.8
Age (years) —								
15-24	37.9	4.2	7.1	30.3	87.7	92.6	7.4	1,705.3
25-34	13.8	7.8	11.9	39.6	76.0	83.2	16.8	1,939.1
35-44	9.0	8.0	12.0	40.2	68.1	77.1	22.9	1,621.9
45-54	5.2	6.5	9.3	31.5	56.5	64.6	35.4	977.9
55-64	2.9	3.1	4.7	20.4	40.9	49.0	51.0	460.5
Level of educational attainment —								
With post-school qualifications	17.2	9.9	14.9	44.2	76.2	84.1	15.9	3,172.6
Post-graduate degree or graduate diploma	20.6	18.5	28.0	59.8	84.4	92.9	7.1	315.7
Bachelor degree or diploma	23.4	15.8	21.8	56.2	84.9	90.8	9.2	747.6
Trade qualification or apprenticeship	9.4	5.6	8.5	31.5	65.8	74.3	25.7	936.0
Post-secondary certificate	18.8	7.4	12.1	42.6	76.6	85.3	14.7	1,143.7
Full-time student aged 15-24(a)	* 12.1	* 7.9	* 12.1	32.8	79.4	83.4	* 16.6	29.6
Without post-school qualifications(b)	16.4	3.2	5.2	26.5	67.9	74.5	25.5	3,532.1
Attended highest level of secondary school available	33.4	6.2	8.5	36.6	79.4	87.5	12.5	1,006.6
Did not attend highest level of secondary school available	9.4	2.0	3.8	22.4	63.2	69.2	30.8	2,496.5
Left at age —								
16 years or over	14.4	2.5	4.8	26.7	72.8	79.0	21.0	1,091.0
15 years or under	5.6	1.6	3.1	19.1	55.7	61.7	38.3	1,405.5
Total	16.8	6.4	9.8	34.9	71.8	79.0	21.0	6,704.7
<i>Males</i>	17.0	7.4	10.4	35.1	71.1	78.8	21.2	3,740.7
<i>Females</i>	16.5	5.2	9.1	34.6	72.7	79.4	20.6	2,964.0
	— '000 —							
Total	1,124.0	429.2	658.4	2,337.5	4,814.4	5,300.1	1,404.6	6,704.7
<i>Males</i>	634.1	276.5	388.3	1,311.2	2,659.0	2,947.5	793.2	3,740.7
<i>Females</i>	489.9	152.7	270.1	1,026.4	2,155.4	2,352.6	611.5	2,964.0

(a) Excludes persons attending school. (b) Includes those who never attended school and those for whom secondary school qualifications could not be determined.

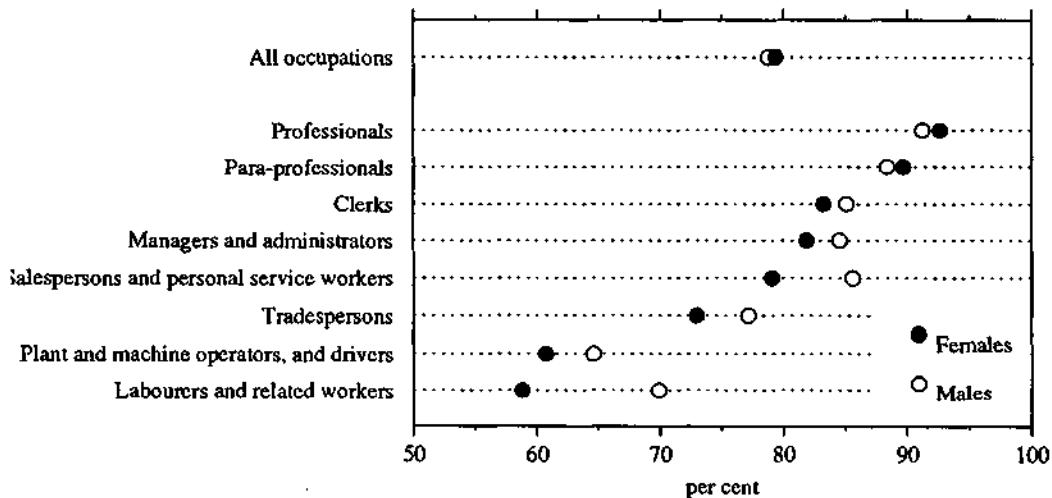
Source: *How Workers Get Their Training, 1989* (6278.0).

CHART 9.4. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: PARTICIPATION IN TRAINING BY INDUSTRY AND FULL-TIME/TOTAL WORKERS, 1989, AUSTRALIA



Source: *How Workers Get Their Training, 1989* (6278.0).

CHART 9.5. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: PARTICIPATION IN TRAINING BY OCCUPATION, 1989, AUSTRALIA



Source: *How Workers Get Their Training, 1989* (6278.0).

CHAPTER 10

INTERNATIONAL COMPARISONS

In many countries, statistics on labour are based on standard concepts and definitions recommended by the International Labour Organisation (ILO). However, these definitions are applied by individual countries in different ways according to national circumstances with the result that the statistics are often not comparable.

For labour force statistics, this problem is further compounded by the variety of collection methodologies and counting rules used in different countries. Some countries, including Australia, conduct regular household and employer surveys while others obtain their statistics as a by-product of administrative systems. The survey approach is generally preferred as it provides better coverage and a close adherence to the international recommendations.

International comparisons of labour force statistics are compiled by a number of organisations including the ILO, the Organisation for Economic Co-operation and Development (OECD), and the United States Bureau of Labour Statistics (BLS). These organisations make some adjustments to figures supplied by the various international statistical organisations in order to make the data more comparable and in greater conformity with ILO standards.

The following tables have been derived from the data compiled by ILO and OECD and, where possible, data are presented for the period 1978 to 1989. The figures given for Australia may differ slightly from those given earlier in this publication because of the adjustments made to the Australian series to allow for international comparability and to conform fully with ILO standards.

Population

Large increases in population over the period 1979 to 1989 were recorded in Australia (15.9%) and Canada (10.4%). Small increases were recorded in Sweden (1.8%) and Italy (2.2%).

**TABLE 10.1. ESTIMATED MID-YEAR POPULATION FOR SELECTED COUNTRIES, 1979 TO 1989
(Million)**

<i>Year</i>	<i>Australia</i>	<i>USA</i>	<i>Japan</i>	<i>Germany</i>	<i>UK</i>	<i>France</i>	<i>Italy</i>	<i>Canada</i>	<i>Sweden</i>	<i>Federal Republic of</i>		<i>New Zealand</i>
										<i>of</i>	<i>New Zealand</i>	
1979	14.51	225.06	115.88	61.36	56.23	53.61	56.29	23.77	8.29		3.14	
1980	14.70	227.76	116.80	61.57	56.31	53.88	56.42	24.07	8.31		3.14	
1981	14.92	230.14	117.65	61.68	56.38	54.18	56.50	24.37	8.32		3.16	
1982	15.18	232.52	118.45	61.64	56.34	54.48	56.64	24.66	8.33		3.18	
1983	15.38	234.80	119.26	61.42	56.38	54.73	56.83	24.90	8.33		3.23	
1984	15.58	237.01	120.02	61.18	56.49	54.95	56.98	25.00	8.34		3.26	
1985	15.79	239.28	120.75	61.02	56.62	55.17	57.13	25.18	8.35		3.27	
1986	16.02	241.63	121.49	61.07	56.76	55.39	57.22	25.37	8.37		3.28	
1987	16.26	243.93	122.09	61.08	56.93	55.63	57.33	25.64	8.40		3.31	
1988	16.54	246.33	122.61	61.45	57.07	55.88	57.44	25.94	8.44		3.33	
1989	16.81	248.78	123.12	n.a.	n.a.	56.16	57.53	26.25	8.44		n.a.	

Source: *OECD Labour Force Statistics, 1966-1986; OECD Quarterly Labour Force Statistics, 1/1990.*

Civilian Labour Force

High participation rates were evident in 1989 in Canada (64.9%), New Zealand (64.2%) and Sweden (64.1%). Italy (49.4%) and France (53.3%) had relatively low participation rates.

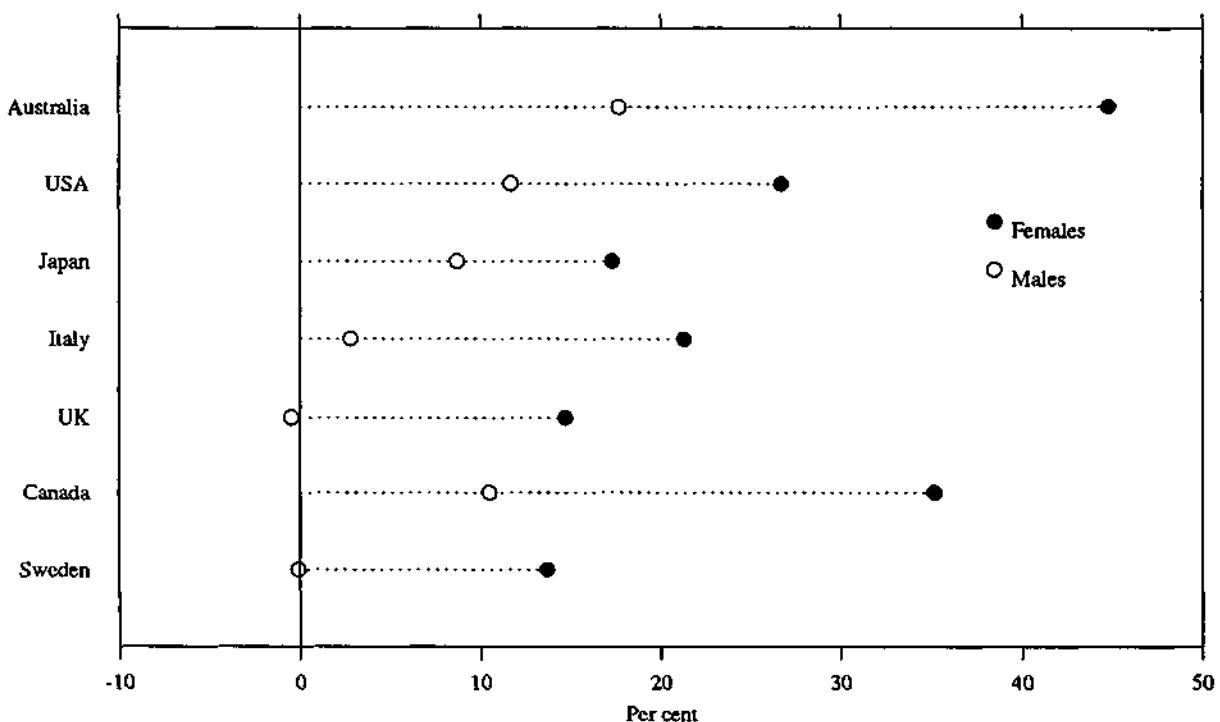
**TABLE 10.2. CIVILIAN LABOUR FORCE : SELECTED COUNTRIES, 1979 TO 1989
('000)**

Year(a)	Australia	USA	Japan	Federal Republic of Germany	UK	France	Italy	Canada	Sweden	New Zealand
1979	6,519	104,962	55,960	26,391	26,314	22,666	21,743	11,231	4,268	1,287
1980	6,693	106,940	56,500	26,686	26,517	22,800	21,997	11,573	4,318	1,293
1981	6,810	108,670	57,070	26,882	26,406	22,953	22,129	11,904	4,332	1,305
1982	6,910	110,204	57,740	27,010	26,354	23,163	22,220	11,958	4,357	1,329
1983	6,997	111,550	58,890	27,051	26,272	23,142	22,490	12,183	4,375	1,342
1984	7,135	113,544	59,270	27,105	26,764	23,304	22,722	12,399	4,332	1,358
1985	7,300	115,461	59,630	27,314	27,299	23,342	22,890	12,639	4,368	1,387
1986	7,588	117,834	60,200	27,504	27,663	23,438	23,225	12,870	4,386	1,608
1987	7,758	119,865	60,840	28,855	27,661	23,550	23,416	13,011	4,421	1,620
1988	7,974	121,669	61,660	29,067	27,895	23,590	23,823	13,275	4,471	n.a.
1989	8,237	123,869	62,700	29,234	27,765	n.a.	23,700	13,503	4,527	n.a.

(a) Annual averages.

Source: *OECD Labour Force Statistics, 1967-1987; OECD Quarterly Labour Force Statistics, II/1990; The Labour Force, Australia (6203.0)*.

**CHART 10.1. CIVILIAN LABOUR FORCE: PERCENTAGE CHANGE
BETWEEN 1979 AND 1989 BY SEX, SELECTED COUNTRIES**



Source: *OECD Labour Force Statistics, 1967-1987; OECD Quarterly Labour Force Statistics, II/1990*.

TABLE 10.3. CIVILIAN LABOUR FORCE : PARTICIPATION RATES, SELECTED COUNTRIES, 1977 TO 1987
(per cent)

Year(a)	Australia	USA	Japan	Federal Republic of Germany	UK	France	Italy(b)	Canada	Sweden	New Zealand
1977	60.9	59.1	63.2	53.2	59.4	54.7	49.7	60.1	63.6	56.6
1978	61.0	59.9	63.4	53.0	59.4	54.7	49.4	61.1	63.8	56.5
1979	60.8	60.5	63.4	53.0	59.6	54.7	49.6	61.8	64.3	57.0
1980	61.3	60.6	63.3	53.0	59.6	54.5	49.7	62.5	64.6	56.5
1981	61.1	60.8	63.4	52.8	59.0	54.4	49.7	63.1	64.5	56.4
1982	60.8	60.9	63.4	52.7	58.6	54.5	49.1	62.4	64.5	56.6
1983	60.4	60.9	63.8	52.6	58.1	54.0	49.1	62.7	64.5	55.9
1984	60.6	61.3	63.4	52.5	58.8	54.0	49.1	63.1	63.6	55.7
1985	60.8	61.6	63.0	52.7	59.7	53.7	49.4	63.5	63.9	56.1
1986	61.9	62.1	62.8	n.a.	59.7	53.5	49.4	63.9	63.9	63.6
1987	61.4	62.6	62.6	n.a.	60.4	53.3	49.4	64.9	64.1	64.2

(a) Annual averages. (b) For population aged 14 and over.

Source: *OECD Labour Force Statistics, 1967-1987*.

Civilian Employment

The percentage of Employed persons in Agriculture in 1989 was 9.3 per cent in Italy (down from 14.9% in 1979), 5.5 per cent in Australia (down from 6.6% in 1979) and 2.2 per cent in the UK (down from 2.7% in 1979).

In the Industry sector, high percentages were recorded in 1989 for Germany (39.7%) and Japan (34.3%). For Italy, Australia and the UK, the percentages were 32.4, 26.5 and 29.3.

The USA (70.5%) and Canada (70.0%) recorded high percentages of employment in the Services sector in 1989. Italy recorded 58.2 per cent, Australia 68.0 per cent and the UK 68.5 per cent.

TABLE 10.4. CIVILIAN EMPLOYMENT/POPULATION RATIOS : SELECTED COUNTRIES, 1977 TO 1987
(per cent)

Year(a)	Australia	USA	Japan	Federal Republic of Germany	UK	France	Italy(b)	Canada	Sweden	New Zealand
1977	57.4	54.9	61.9	51.1	56.3	52.0	46.1	55.2	62.5	56.5
1978	57.2	56.3	62.0	51.0	56.3	51.7	45.8	56.0	62.4	55.6
1979	57.0	56.9	62.1	51.2	56.8	51.4	45.8	57.2	63.0	55.9
1980	57.6	56.3	62.0	51.2	56.2	51.0	45.9	57.8	63.3	55.2
1981	57.6	56.1	62.0	50.3	53.6	50.3	45.7	58.4	62.9	54.4
1982	56.4	55.0	61.9	49.1	52.4	49.9	44.9	55.5	62.5	54.6
1983	54.4	55.1	62.1	48.2	51.5	49.4	44.4	55.3	62.3	52.8
1984	55.1	56.7	61.7	48.1	52.2	48.6	44.1	55.9	61.6	52.5
1985	55.8	57.2	61.4	48.3	52.8	48.1	44.0	56.8	62.1	53.8
1986	56.9	57.8	61.0	n.a.	52.7	47.9	43.8	57.7	62.2	61.0
1987	56.3	58.7	60.8	n.a.	54.1	47.5	43.4	59.2	62.9	61.6

(a) Annual averages. (b) For population aged 14 and over.

Source: *OECD Labour Force Statistics, 1967-1987*.

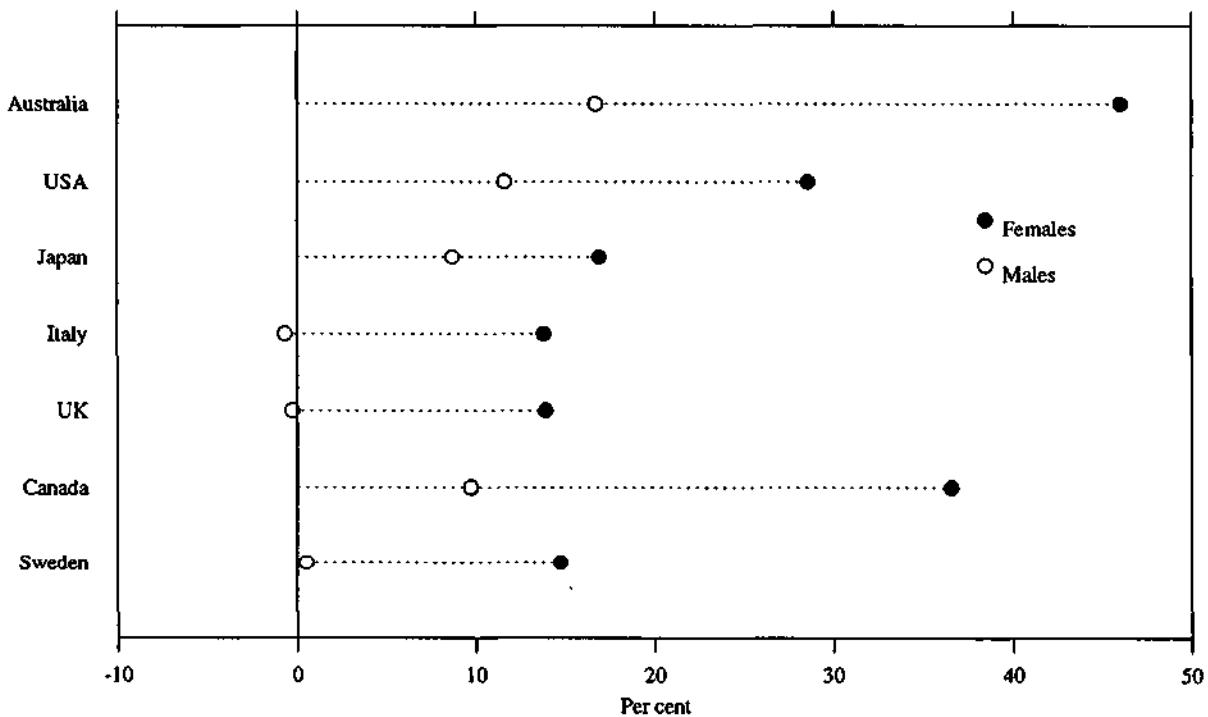
TABLE 10.5. CIVILIAN EMPLOYMENT : SELECTED COUNTRIES, 1979 TO 1989
('000)

Year(a)	Australia	USA	Japan	Germany	UK	France	Italy	Canada	Sweden	New Zealand
	Federal Republic of									
1979	6,111	98,824	54,790	25,516	25,080	21,305	20,057	10,395	4,180	1,262
1980	6,284	99,303	55,360	25,797	25,004	21,333	20,313	10,708	4,232	1,264
1981	6,416	100,397	55,810	25,610	24,011	21,203	20,361	11,006	4,224	1,258
1982	6,415	99,526	56,380	25,177	23,304	21,240	20,297	10,644	4,220	1,282
1983	6,300	100,834	57,330	24,793	23,909	21,168	20,350	10,734	4,224	1,266
1984	6,494	105,005	57,660	24,839	24,292	20,981	20,418	11,000	4,196	1,281
1985	6,697	107,150	58,070	25,010	24,434	20,915	20,508	11,311	4,243	1,329
1986	6,975	109,597	58,530	25,267	24,987	20,949	20,614	11,634	4,269	1,544
1987	7,129	112,440	59,110	26,626	24,755	21,018	20,584	11,861	4,337	1,554
1988	7,398	114,968	60,110	26,825	25,555	21,179	20,938	12,245	4,399	n.a.
1989	7,728	117,342	61,280	27,196	26,021	n.a.	20,833	12,486	4,466	n.a.

(a) Annual averages.

Source: *OECD Labour Force Statistics, 1967-1987; OECD Quarterly Labour Force Statistics, I/1990; The Labour Force, Australia (6203.0)*.

CHART 10.2. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE
BETWEEN 1979 AND 1989 BY SEX, SELECTED COUNTRIES



Source: *OECD Labour Force Statistics, 1967-1987; OECD Quarterly Labour Force Statistics, I/1990*.

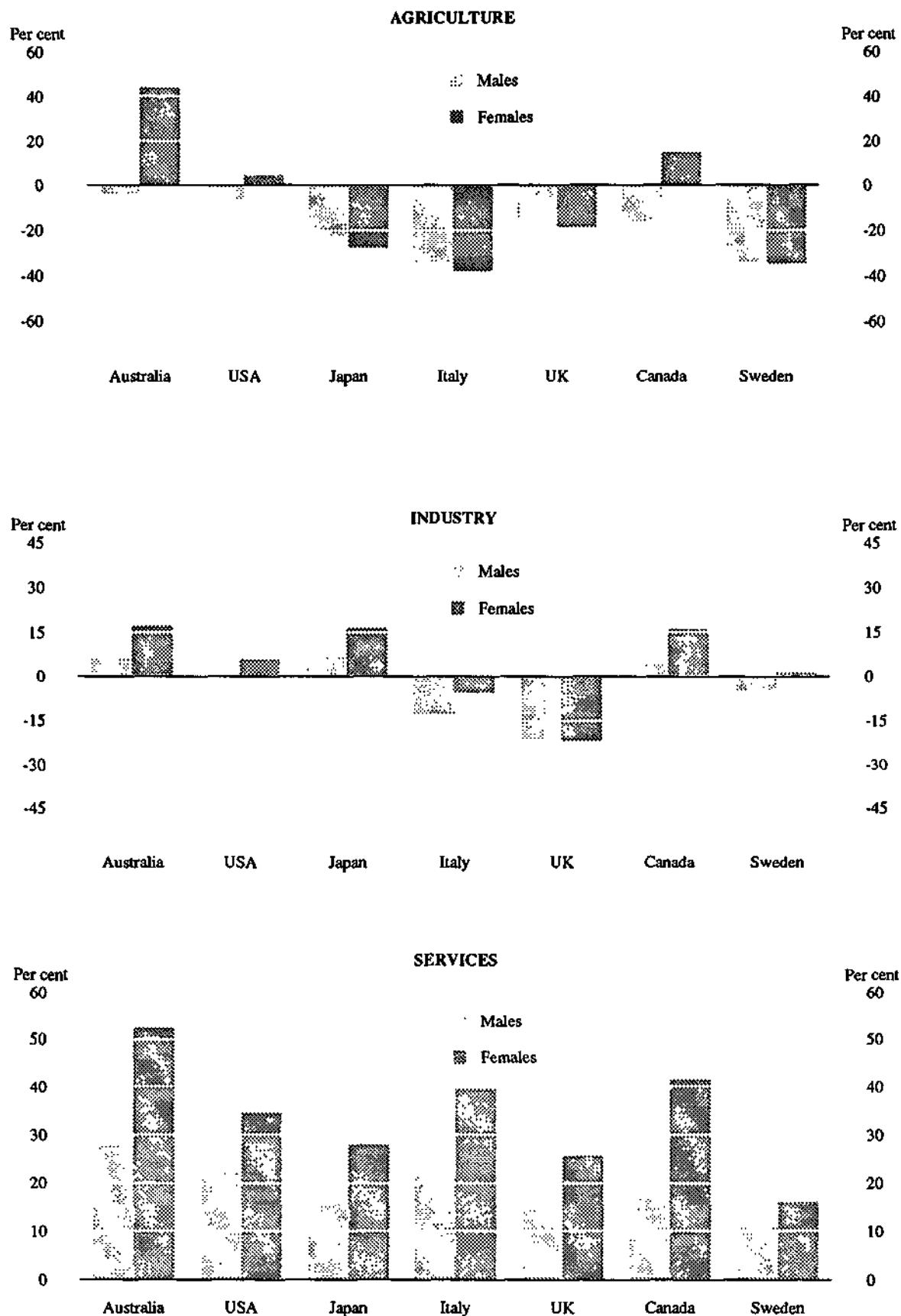
TABLE 10.6. DISTRIBUTION OF CIVILIAN EMPLOYMENT BY ECONOMIC SECTOR : SELECTED COUNTRIES,
1979 TO 1989
(per cent)

Year	Australia	USA	Japan	Germany	UK	France	Italy	Canada	Sweden	New Zealand
AGRICULTURE(a)										
1979	6.6	3.6	11.2	5.8	2.7	9.0	14.9	5.7	5.8	11.1
1980	6.5	3.6	10.4	5.6	2.6	8.7	14.3	5.4	5.6	10.9
1981	6.5	3.5	10.0	5.5	2.7	8.4	13.4	5.4	5.6	11.2
1982	6.4	3.6	9.7	5.5	2.7	8.2	12.4	5.2	5.6	11.4
1983	6.6	3.5	9.3	5.6	2.7	7.9	12.4	5.5	5.4	11.2
1984	6.2	3.3	8.9	5.5	2.6	7.8	11.9	5.3	4.6	11.2
1985	6.2	3.1	8.8	5.4	2.5	7.6	11.2	5.2	4.5	11.1
1986	6.1	3.1	8.5	5.3	2.5	7.3	10.9	5.1	4.2	10.5
1987	5.8	3.0	8.3	4.2	2.4	7.1	10.5	4.8	3.9	10.4
1988	5.9	2.9	7.9	4.0	2.3	6.8	9.8	4.5	3.8	n.a.
1989	5.5	2.9	7.6	3.9	2.2	n.a.	9.3	4.3	3.6	n.a.
INDUSTRY(b)										
1979	31.2	31.3	34.9	44.2	38.6	36.3	37.8	28.9	32.5	33.6
1980	30.9	30.5	35.3	44.1	37.6	35.9	37.9	28.5	32.2	33.8
1981	30.3	30.1	35.3	43.4	35.8	35.2	37.6	28.3	31.3	32.3
1982	29.5	28.4	34.9	42.6	34.6	34.6	37.1	26.5	30.3	32.7
1983	28.0	28.0	34.8	41.8	33.3	33.8	36.1	25.5	29.9	32.2
1984	27.9	28.5	34.8	41.3	32.2	32.9	34.5	25.9	30.0	32.1
1985	27.4	28.0	34.9	41.0	31.6	32.0	33.6	25.5	30.1	32.4
1986	26.9	27.7	34.5	40.9	30.6	31.3	33.1	25.3	30.1	28.9
1987	26.5	27.1	33.8	40.3	30.2	30.8	32.6	25.2	29.8	27.3
1988	26.4	26.9	34.1	39.8	29.8	30.3	32.6	25.6	29.5	n.a.
1989	26.5	26.7	34.3	39.7	29.3	n.a.	32.4	25.7	29.4	n.a.
SERVICES(c)										
1979	62.2	65.2	53.9	50.0	58.7	54.8	47.3	65.4	61.7	55.4
1980	62.6	65.9	54.2	50.3	59.7	55.4	47.8	66.0	62.2	55.3
1981	63.2	66.4	54.7	51.1	61.6	56.4	49.0	66.3	63.1	56.5
1982	64.1	68.0	55.4	51.9	62.8	57.3	50.5	68.2	64.1	55.9
1983	65.3	68.5	56.0	52.6	64.0	58.3	51.5	69.0	64.7	56.6
1984	65.9	68.2	56.3	53.1	65.2	59.3	53.6	68.8	65.3	56.7
1985	66.4	68.8	56.4	53.5	65.9	60.4	55.2	69.3	65.5	56.5
1986	67.1	69.3	57.1	53.8	66.9	61.3	56.0	69.6	65.6	60.6
1987	67.6	69.9	57.9	55.5	67.4	62.2	56.8	70.0	66.2	62.3
1988	67.8	70.2	58.0	56.1	68.0	62.9	57.7	69.8	66.6	n.a.
1989	68.0	70.5	58.2	56.4	68.5	n.a.	58.2	70.0	66.9	n.a.

(a) Agriculture, forestry, fishing and hunting. (b) Mining and quarrying; manufacturing; electricity, gas and water; construction. (c) Transportation, communication, public utilities, trade, finance, public administration, private household services and miscellaneous services.

Source: *OECD Labour Force Statistics, 1967-1987; OECD Quarterly Labour Force Statistics, 1/1990.*

CHART 10.3. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE BETWEEN 1979 AND 1989, SEX AND ECONOMIC SECTOR BY SELECTED COUNTRIES



Source: *OECD Labour Force Statistics, 1967-1987; OECD Quarterly Labour Force Statistics, I/1990.*

Unemployment

The standardised unemployment rate for Australia in 1989 was 6.1 per cent. Rates for other countries ranged from 1.4 per cent for Sweden to 10.9 per cent for Italy. Between 1979 and 1989 the unemployment rate decreased for Australia, the USA and Sweden, with the last of these recording the largest decrease. France recorded the largest increase over this period (5.9% to 9.5%). Increases also occurred in Italy, the Federal Republic of Germany, Japan, the UK and Canada.

Unemployment rates in 1988 for persons aged under 25 years ranged from 3.3 per cent in Sweden and 4.9 per cent in Japan to 34.5 per cent in Italy and 21.7 per cent in France.

**TABLE 10.7. UNEMPLOYED PERSONS : STANDARDISED UNEMPLOYMENT RATES(a), SELECTED COUNTRIES,
1979 TO 1989
(per cent)**

Year(b)	Australia	USA	Japan	Germany	UK	France	Italy	Canada	Federal Republic of
									Sweden
1979	6.2	5.8	2.1	3.2	5.0	5.9	7.6	7.4	2.1
1980	6.0	7.0	2.0	3.0	6.4	6.3	7.5	7.4	2.0
1981	5.7	7.5	2.2	4.4	9.8	7.4	7.8	7.5	2.5
1982	7.1	9.5	2.4	6.1	11.3	8.1	8.4	10.9	3.2
1983	9.9	9.5	2.6	8.0	12.4	8.3	8.8	11.8	3.5
1984	8.9	7.4	2.7	7.1	11.7	9.7	9.4	11.2	3.1
1985	8.2	7.1	2.6	7.2	11.2	10.2	9.6	10.4	2.8
1986	8.0	6.9	2.8	6.4	11.2	10.4	10.5	9.5	2.7
1987	8.0	6.1	2.8	6.2	10.2	10.5	10.9	8.8	1.9
1988	7.2	5.4	2.5	6.1	8.3	10.0	11.0	7.7	1.6
1989	6.1	5.2	2.3	5.5	6.4	9.5	10.9	7.5	1.4

(a) Unemployment estimates conforming to ILO definitions and estimates of the total labour force have been used to calculate these rates. National rates will differ where coverage of unemployment differs from that of the ILO, or when a denominator other than the total labour force is used. (b) Annual averages.

Source: *OECD Quarterly Labour Force Statistics, 1/1990*.

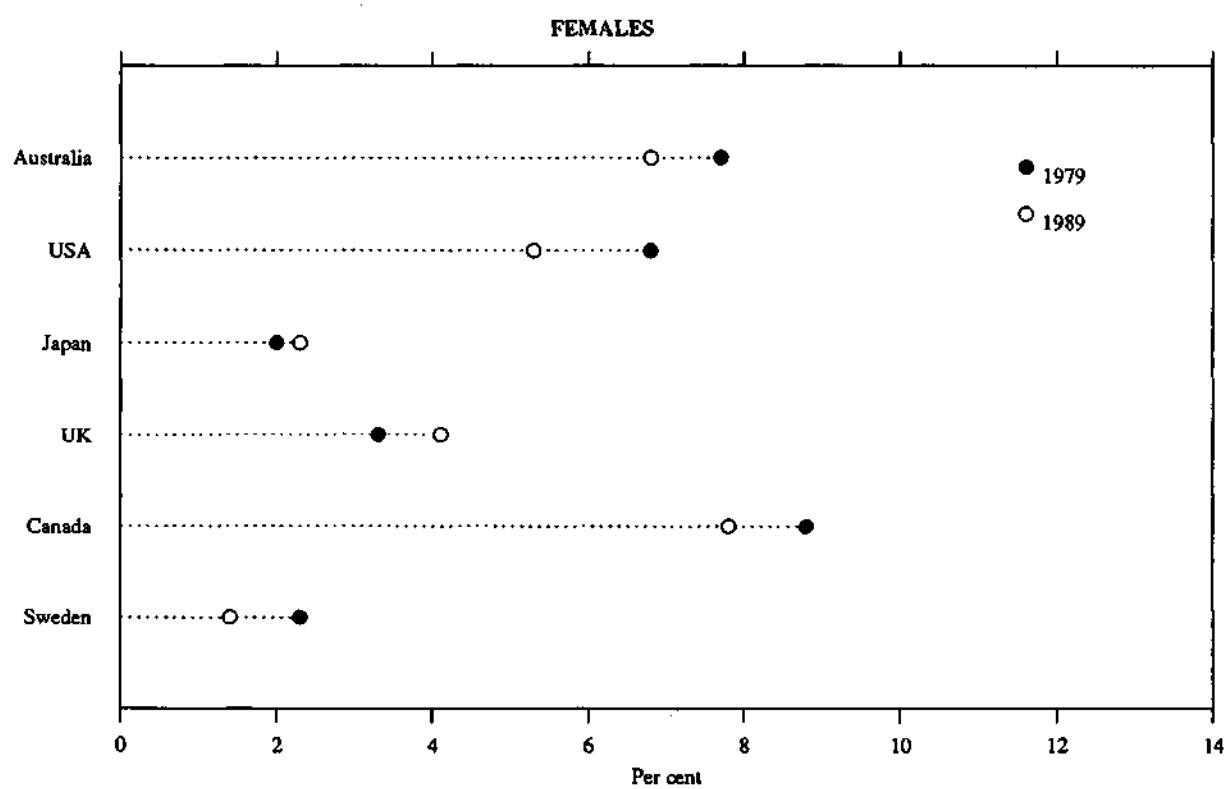
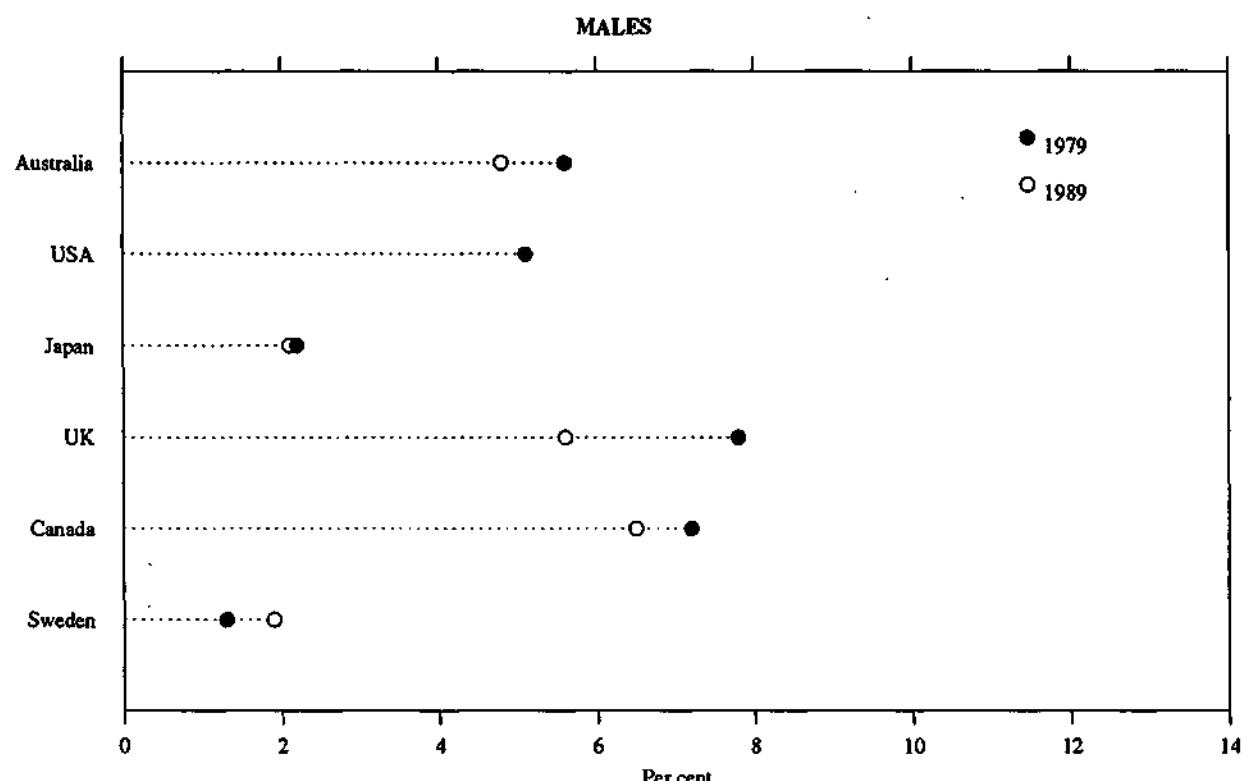
**TABLE 10.8. UNEMPLOYMENT RATES(a) : AGE, SELECTED COUNTRIES, 1978 TO 1988
(per cent)**

Year(b)	Australia	USA	Japan	Germany	UK	France	Italy	Canada	Federal Republic of
									Sweden
PERSONS AGED UNDER 25 YEARS									
1978	12.6	11.7	3.8	4.5	11.8	11.0	24.8	14.4	5.5
1979	12.2	11.3	3.4	3.4	10.3	13.3	25.6	12.9	5.0
1980	12.2	13.3	3.6	3.9	13.5	15.0	25.2	13.2	5.0
1981	10.8	14.3	4.0	6.5	17.9	17.0	25.8	13.3	6.3
1982	12.9	17.0	4.4	9.5	23.1	19.0	28.0	18.8	7.6
1983	17.9	16.4	4.5	10.7	23.4	19.7	30.5	19.9	8.0
1984	16.1	13.3	4.9	9.9	22.1	24.4	32.9	17.9	6.0
1985	14.3	13.0	4.8	9.5	21.8	25.6	33.9	16.5	5.8
1986	14.5	12.7	5.2	8.6	20.8	23.4	34.5	15.2	5.6
1987	14.6	11.7	5.2	8.1	17.4	23.0	35.5	13.7	4.2
1988	12.9	10.6	4.9	7.0	11.9	21.7	34.5	12.1	3.3
PERSONS AGED 25 YEARS AND OVER									
1978	3.9	4.0	2.0	2.9	3.9	3.6	3.4	6.1	1.6
1979	3.5	3.9	1.9	2.6	3.6	4.1	3.7	5.4	1.5
1980	3.6	5.0	1.8	2.8	4.5	4.2	3.5	5.4	1.4
1981	3.7	5.4	2.0	4.1	7.5	4.9	3.7	5.6	1.8
1982	4.5	7.3	2.2	5.8	8.5	5.5	4.0	8.4	2.3
1983	7.1	7.4	2.4	6.9	8.9	5.8	4.5	9.4	2.6
1984	6.0	5.7	2.4	7.2	9.1	6.7	4.9	9.3	2.6
1985	5.8	5.6	2.3	7.2	9.5	7.4	5.1	8.8	2.3
1986	5.8	5.4	2.4	7.0	9.9	7.8	5.9	8.0	2.1
1987	5.7	4.7	2.5	7.3	9.0	8.5	6.7	7.6	1.4
1988	5.0	4.2	2.2	7.5	7.2	8.3	7.0	6.7	1.3

(a) National rates. (b) Annual averages.

Source: *OECD Labour Force Statistics, 1966-1986; OECD Quarterly Labour Force Statistics 1/1990*.

CHART 10.4. UNEMPLOYED PERSONS: UNEMPLOYMENT RATES
BY SEX, SELECTED COUNTRIES



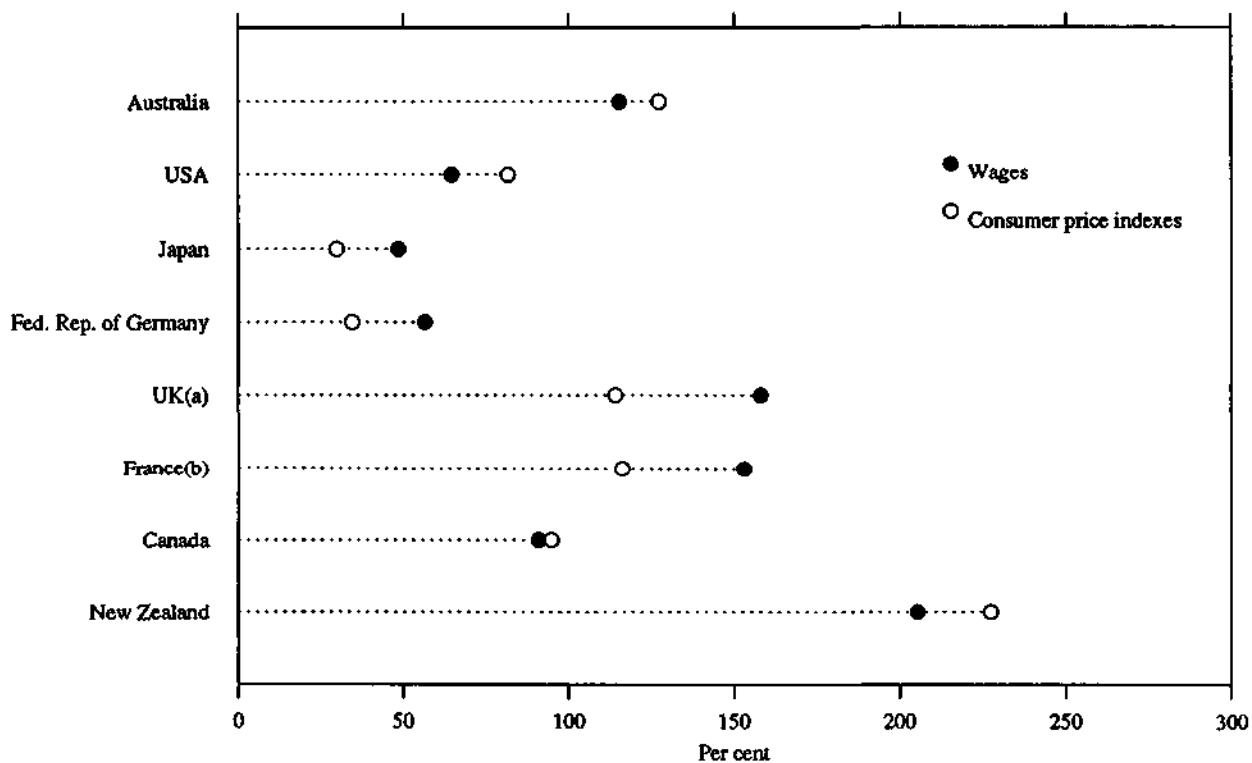
Source: *OECD Labour Force Statistics, 1967-1987; OECD Quarterly Labour Force Statistics, 1/1990.*

Consumer Price Index

The lowest increases in the consumer price index between 1978 and 1988 were recorded by Japan (29.8%) and the Federal Republic of Germany (34.4%). The USA recorded an increase of 81.5 per cent while much larger increases were recorded in the United Kingdom (114.1%), France (116.1%), Australia (127.3%) and New Zealand (227.2%).

Wages in manufacturing industries increased by 115.3 per cent in Australia during the period 1978 to 1988. Corresponding increases in Japan and the Federal Republic of Germany were 48.3 per cent and 56.4 per cent respectively. Larger increases were reported in France (152.9%), the United Kingdom (157.9%) and New Zealand (205.3%).

**CHART 10.5. PERCENTAGE CHANGE IN CONSUMER PRICE INDEXES AND WAGES
IN MANUFACTURING, SELECTED COUNTRIES, 1978 TO 1988**



(a) Male wages. (b) Adult wages.

Source: ILO Yearbook of Labour Statistics, 1988; ILO Bulletin of Labour Statistics 1989-4; Manufacturing Industry: Details of Operation by Industry Class, Australia (8203.0).

TABLE 10.9. INDEXES OF WAGES(a) : NON-AGRICULTURAL ACTIVITIES, SELECTED COUNTRIES
 1981 TO 1988
 (Base: 1980 = 100.0)

Year	Australia	USA	Japan	Federal Republic of Germany	UK	France	Canada	Sweden	New Zealand
MANUFACTURING									
1981	115.7	109.6	106.2	105.3	113.3	114.4	112.2	109.1	118.9
1982	128.1	116.4	110.2	110.6	125.9	132.6	124.0	115.4	135.8
1983	134.4	120.5	114.1	114.4	137.2	147.5	128.8	122.5	137.7
1984	140.2	126.0	119.5	117.4	149.2	159.7	136.1	136.4	149.1
1985	149.4	130.1	122.4	122.7	162.8	174.6	142.7	148.0	162.3
1986	152.8	132.9	124.9	127.3	175.3	184.0	147.3	158.3	188.7
1987	159.9	135.6	128.0	132.6	189.5	190.1	151.8	169.2	n.a.
1988	152.8	139.7	130.1	138.6	205.3	195.6	159.2	153.5	218.9
TOTAL NON-AGRICULTURAL ACTIVITIES									
1981	114.7	109.0	106.0	106.0	112.9	114.4	112.1	n.a.	123.1
1982	127.8	114.9	109.6	111.2	123.5	132.6	123.1	n.a.	140.4
1983	134.3	119.4	112.9	114.9	133.9	148.1	123.0	n.a.	142.3
1984	140.2	123.9	117.9	117.9	142.1	159.7	127.7	n.a.	151.9
1985	149.5	128.4	120.4	122.4	154.1	172.9	132.1	n.a.	165.4
1986	153.2	131.3	124.1	126.9	166.3	182.3	135.8	n.a.	198.1
1987	159.1	134.3	127.5	132.1	179.4	188.4	139.5	n.a.	n.a.
1988	153.1	138.8	129.3	137.3	113.5	194.5	146.1	n.a.	240.4

(a) Wages data has been converted from original monetary values to an index.

Source: ILO Yearbook of Labour Statistics, 1988; ILO Bulletin of Labour Statistics, 1989/4.

Hours of Work

Average hours of work per week in manufacturing in 1988 varied from 36.6 in New Zealand to 42.4 in the United Kingdom. The figure for Australia was 38.1. Canada recorded 38.8 hours while for Japan and the Federal Republic of Germany the figures were 41.6 and 40.0 respectively.

TABLE 10.10 AVERAGE HOURS OF WORK PER WEEK IN NON-AGRICULTURAL ACTIVITIES: SELECTED COUNTRIES
 1978 TO 1988

Year	Australia (a)	USA (b)	Japan (a)	Federal Republic of Germany (b)	UK (a)(c)	France (a)	Italy (a)(d)	Canada (b)	Sweden (a)	New Zealand (b)
MANUFACTURING										
1978	38.1	40.4	40.6	41.6	43.5	41.0	38.6	38.8	35.4	40.1
1979	38.0	40.2	41.1	41.8	43.2	40.8	38.3	38.8	35.4	39.7
1980	38.0	39.7	41.2	41.6	41.9	40.7	38.7	38.5	35.4	39.6
1981	37.8	39.8	41.0	41.1	42.0	40.3	38.8	38.5	35.2	39.6
1982	36.9	38.9	40.9	40.7	42.0	39.3	38.5	37.7	35.3	39.2
1983	36.9	40.1	41.1	40.5	42.5	38.9	38.5	38.4	35.4	39.5
1984	37.7	40.7	41.7	41.0	42.8	38.7	38.9	38.5	35.8	40.4
1985	37.2	40.5	41.5	40.7	41.8	39.6	n.a.	38.8	36.0	40.2
1986	37.5	40.7	41.1	40.4	41.6	38.7	n.a.	38.8	36.2	39.5
1987	37.6	41.0	41.3	40.1	42.2	38.7	n.a.	38.8	36.3	36.8
1988	38.1	41.1	41.6	40.0	42.4	38.8	n.a.	38.8	n.a.	36.6
TOTAL NON-AGRICULTURAL ACTIVITIES										
1978	35.9	35.8	40.5	41.6	44.2	41.5	38.8	n.a.	35.7	38.4
1979	35.5	35.7	40.7	41.9	44.0	41.2	38.4	n.a.	35.7	39.0
1980	35.0	35.3	40.6	41.6	43.0	41.1	38.8	n.a.	35.6	38.9
1981	35.0	35.2	40.4	41.2	43.0	40.8	38.8	n.a.	35.4	38.6
1982	34.5	34.8	40.3	40.7	42.9	39.6	38.7	n.a.	35.6	38.7
1983	34.6	35.0	40.4	40.5	43.3	39.3	38.7	32.4	35.7	38.8
1984	35.0	35.2	40.7	40.9	43.4	39.1	38.9	32.5	36.0	39.3
1985	34.5	34.9	40.6	40.7	42.8	39.0	n.a.	32.5	36.3	39.2
1986	34.6	34.8	40.4	40.5	42.7	39.1	n.a.	32.3	36.5	38.7
1987	34.4	34.8	40.6	40.2	43.1	39.1	n.a.	32.0	37.1	36.8
1988	n.a.	34.7	40.4	40.2	43.5	39.0	n.a.	32.1	37.3	36.5

(a) Hours actually worked. (b) Hours paid for. (c) Male employees. (d) Hours per day data converted into hours per week.

Source: ILO Yearbook of Labour Statistics, 1988; ILO Bulletin of Labour Statistics, 1989/4.

Industrial Disputes

The number of working days lost in Australia has changed little over the last six years. This is also the case in the Federal Republic of Germany apart from 1984, while in Japan there was little change from 1985 to 1987 followed by a decrease in 1988. Other countries showed larger variations over the period from 1983 to 1988.

**TABLE 10.11. INDUSTRIAL DISPUTES : NUMBER OF DISPUTES, WORKERS INVOLVED AND WORKING DAYS LOST,
SELECTED COUNTRIES, 1978 TO 1988**

Year	Australia (a)	USA (b)	Japan (c)	Germany (d)	Federal Republic of		Italy	Canada (a)	Sweden	New Zealand (f)
					UK (d)	France (e)				
NUMBER OF DISPUTES										
1978	2,277	219	1,517	n.a.	2,471	3,195	2,479	1,058	99	411
1979	2,042	235	1,153	n.a.	2,080	3,121	2,000	1,050	207	523
1980	2,429	187	1,133	n.a.	1,330	2,118	2,238	1,028	212	360
1981	2,915	145	955	n.a.	1,338	2,405	2,204	1,048	68	291
1982	2,060	96	944	n.a.	1,528	3,113	1,747	677	46	333
1983	1,787	81	893	n.a.	1,352	2,837	1,565	645	92	333
1984	1,965	62	596	n.a.	1,206	2,537	1,816	717	206	364
1985	1,845	54	627	n.a.	903	1,901	1,341	829	160	383
1986	1,687	69	620	n.a.	1,074	1,391	1,469	735	75	215
1987	1,475	46	474	n.a.	1,016	1,391	1,149	658	72	193
1988	1,508	40	498	n.a.	n.a.	2,260	1,769	(g)53	144	163
WORKERS INVOLVED ('000)										
1978	1,075.6	1,006.3	660.0	487.1	1,041.5	704.8	8,774.2	401.7	8.3	157.9
1979	1,862.9	1,020.9	449.5	77.3	4,607.8	967.2	16,237.0	462.5	32.3	158.2
1980	1,172.8	795.3	562.9	45.2	833.7	500.8	13,825.0	441.0	746.7	127.7
1981	1,247.2	728.9	247.1	253.3	1,512.5	329.0	8,226.6	338.6	99.2	135.0
1982	706.1	655.8	215.7	40.0	2,102.9	397.7	10,483.0	444.3	5.1	156.0
1983	470.2	909.4	224.1	94.1	573.8	(h)453.6	6,844.2	329.3	14.4	140.7
1984	560.3	376.0	155.1	537.3	1,464.3	(h)505.2	7,356.5	186.8	23.7	160.3
1985	570.5	323.9	123.4	78.2	791.3	(h)273.6	4,842.8	162.2	124.5	182.2
1986	691.7	533.2	118.0	115.5	720.2	(h)261.6	3,606.7	483.6	66.3	100.6
1987	605.3	174.3	101.0	155.0	887.4	(h)223.2	4,272.7	582.7	10.5	80.1
1988	894.4	188.3	74.9	33.5	n.a.	(h)326.4	2,712.1	(g)160.6	95.2	102.5
WORKING DAYS LOST ('000)										
1978	2,130.8	23,774.0	1,357.5	4,281.3	9,405.0	2,081.0	10,177.0	7,392.8	37.1	380.6
1979	3,964.4	20,409.0	930.3	483.1	29,474.0	3,172.3	27,530.0	7,834.2	28.7	381.9
1980	3,320.2	20,844.0	1,001.2	128.4	11,964.0	1,522.9	16,457.0	8,975.4	4,478.5	373.5
1981	4,189.3	16,908.0	553.7	58.4	4,266.0	1,441.6	10,527.0	8,878.5	209.1	388.1
1982	1,980.4	9,061.2	538.1	15.1	5,313.0	2,250.2	18,563.0	5,795.4	1.8	330.0
1983	1,641.4	17,461.0	506.9	40.8	3,754.0	1,321.0	(i)14,003.0	4,444.0	36.9	371.8
1984	1,307.4	8,498.8	354.1	5,617.6	27,135.0	1,316.8	(i)8,703.3	3,871.8	31.3	424.9
1985	1,256.2	7,079.1	264.1	34.4	6,402.0	726.7	(i)3,830.8	3,125.5	504.2	756.4
1986	1,390.7	11,861.0	253.4	28.0	1,920.0	567.6	(i)5,643.7	7,106.4	682.7	1,329.1
1987	1,316.4	4,468.8	256.0	33.3	3,546.0	511.5	(i)4,605.7	3,984.5	14.7	366.3
1988	1,641.4	4,381.4	173.8	41.9	n.a.	1,094.0	(i)3,315.1	(g)3,404.6	797.4	377.2

(a) Excludes disputes in which time lost is less than 10 man days. (b) Excludes disputes lasting less than a full day or shift, and disputes involving less than 1,000 workers. (c) Excludes disputes lasting less than half a day. (d) Includes disputes lasting less than one day only if more than 100 working days lost. (e) Excludes agriculture and public administration. (f) Excludes public sector conflicts. (g) New series. Stoppages involving 500 employees or more. Excludes workers indirectly affected. (h) Monthly average converted to an annual average. (i) Working hours lost converted to working days lost.

Source: ILO Year Book of Labour Statistics, 1988, 1989-90.

DATA SOURCES

Following are the data sources for the tables and charts in each chapter of this publication. Also set out are the catalogue numbers for ABS data sources and page references for the related technical notes.

<i>Title</i>	<i>ABS Catalogue No.</i>	<i>Technical notes Page No.</i>
<i>Chapter 1—Socio-Demographic Characteristics of the Population</i>		
Estimated Resident Population by Sex and Age	3201.0	145
Australian Demographic Statistics	3101.0	145
Overseas Arrivals and Departures	3404.0	145
Projections of the Population of Australia, 1989 to 2031	3222.0	145
Labour Force Status and Other Characteristics of Migrants	6250.0	146
Labour Force Status and Other Characteristics of Families	6224.0	146
Labour Force Status and Educational Attainment	6235.0	146
<i>Chapter 2—The Labour Force</i>		
The Labour Force	6203.0	146
Labour Force Experience	6206.0	147
Transition from Education to Work	6227.0	147
Labour Force Status and Educational Attainment	6235.0	147
Labour Force Status and Other Characteristics of Families	6224.0	147
Persons Who Had Re-entered the Labour Force	6264.0	147
Persons Who Have Left the Labour Force	6267.0	148
Retirement and Retirement Intentions	6238.0	148
Superannuation	6319.0	148
<i>Chapter 3—Employment and Underemployment</i>		
The Labour Force	6203.0	146
Labour Force Status and Educational Attainment	6235.0	147
Labour Force Experience	6206.0	147
Labour Mobility	6209.0	148
Employed Wage and Salary Earners	6248.0	148
Civilian Employees	6213.0	149
Transition from Education to Work	6227.0	147
Employment, Underemployment and Unemployment	6246.0	149
Underemployed Workers	6265.0	149
<i>Chapter 4—Unemployment</i>		
The Labour Force	6203.0	146
Job Search Experience of Unemployed Persons	6222.0	150
Labour Force Experience	6206.0	147
Labour Force Status and Educational Attainment	6235.0	147
Labour Force Status and Other Characteristics of Families	6224.0	147
Job Vacancies (to May 1989)	6231.0	150
Job Vacancies and Overtime (from August 1989)	6354.0	150
<i>Chapter 5—Persons Not in the Labour Force</i>		
Persons Not in the Labour Force	6220.0	150
The Labour Force	6203.0	146
Labour Force Status and Other Characteristics of Families	6224.0	147
Labour Force Experience	6206.0	147
Transition from Education to Work	6227.0	147
Labour Force Status and Educational Attainment	6235.0	147

DATA SOURCES—continued

Title	ABS Catalogue No.	Technical notes Page No.
<i>Chapter 6—Award Rates, Earnings, Income, Labour Costs and Employment Benefits</i>		
Award Rates of Pay Indexes	6312.0	150
Average Weekly Earnings	6302.0	150
Average Earnings and Hours of Employees	6304.0	151
Consumer Price Index	6401.0	151
Distribution and Composition of Employee Earnings and Hours	6306.0	151
Weekly Earnings of Employees (Distribution)	6310.0	151
Major Labour Costs	6348.0	151
Employment Benefits	6334.0	151
<i>Chapter 7—Hours of Work</i>		
The Labour Force	6203.0	146
Distribution and Composition of Employee Earnings and Hours	6306.0	151
Overtime (to May 1989)	6330.0	152
Job Vacancies and Overtime (from August 1989)	6354.0	152
<i>Chapter 8—Industrial Relations</i>		
Industrial Disputes	6321.0	152
Industrial Disputes	6322.0	152
Trade Union Statistics	6323.0	152
Trade Union Members	6325.0	152
Incidence of Awards	6315.0	152
<i>Chapter 9—Training</i>		
Employer Training Expenditure, Australia	6353.0	152
How Workers Get Their Training	6278.0	153
<i>Chapter 10—International Comparisons</i>		
The Labour Force, Australia	6203.0	146
Manufacturing Industry: Details of Operation by Industry Class	8203.0	153
OECD Labour Force Statistics, 1966-1986, and 1967-1987	..	..
OECD Quarterly Labour Force Statistics, No. 1 /1990	..	..
ILO Yearbook of Labour Statistics, 1988, and 1989-90	..	..
ILO Bulletin of Labour Statistics, 1989-4	..	..

SUPPLEMENTARY AND SPECIAL SURVEYS RELATING TO THE LABOUR FORCE

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary and special surveys of particular aspects of the labour force are carried out from time to time. The results of these surveys on labour force and related topics are published separately as shown below.

<i>Title of Publication</i>	<i>Catalogue No.</i>
Alternative Working Arrangements, Australia, March to May 1982, September to November 1986	6341.0
Annual and Long Service Leave Taken, Australia, May 1988 to April 1989	6317.0
Career Paths of Persons with Trade Qualifications, Australia, 1989	6243.0
Career Paths of Qualified Nurses, Australia, 1989	6277.0
Child Care, Australia. Three-yearly. May 1969, 1973, 1977; June 1980; November 1984; June 1987	4402.0
Employment Benefits, Australia, Annually. Latest issue August 1989	6334.0
How Workers Get Their Training, Australia, 1989	6278.0
Income Distribution Survey, Australia, Persons with Earned Income, 1986	6546.0
Job Search Experience of Unemployed Persons, Australia. Two-yearly. Latest issue July 1988	6222.0
Labour Force Experience, Australia, Annually. Latest issue February 1989	6206.0
Labour Force Status and Educational Attainment, Australia. Annually. Latest issue February 1989	6235.0
Labour Force Status and Educational Attendance, Australia. Annually. Latest issue September 1989	6272.0
Labour Force Status and Other Characteristics of Families, Australia. Annually. Latest issue June 1990	6224.0
Labour Force Status and Other Characteristics of Migrants, Australia, March 1987 (previously: Characteristics of Migrants Aged 18 Years and Over at Time of Arrival and Who Arrived after 1960)	6250.0
Labour Mobility, Australia. Annually. Latest issue February 1989	6209.0
Multiple Jobholding, Australia. Two-yearly. Latest issue August 1987	6216.0
Persons Employed at Home, Australia, April 1989	6275.0
Persons Not in the Labour Force, Australia. Annually. Latest issue September 1989	6220.0
Persons Who Had Re-entered the Labour Force, Australia, May 1985, May 1987, May 1990	6264.0
Persons Who Have Left the Labour Force, Australia, November 1985, April 1988	6267.0
Retirement and Retirement Intentions, Australia, November 1989	6238.0
Successful and Unsuccessful Job Search Experience, Australia, June 1986 (previously: Methods of Obtaining Jobs)	6245.0
Superannuation, Australia, February 1974; September to November 1982, November 1988	6319.0
Trade Union Members, Australia, November 1976, March-May 1982, August 1986, August 1988	6325.0
Transition From Education to Work, Australia. Annually. Latest issue May 1989	6227.0
Underemployed Workers, Australia, May 1988	6265.0
Weekly Earnings of Employees (Distribution), Australia. Annually. Latest issue August 1989	6310.0
Working Hours Arrangements, Australia, February-May 1981	6338.0
Working Hours Arrangements—Supplementary Tables, Australia, February-May 1981	6339.0

TECHNICAL NOTES

1. Data for tables and charts included in the chapters of this publication have been obtained from a number of different sources. Information on the method of collection and concepts used, etc. is set out below.

2. Reference might also be made to the publication *A Guide to Labour Statistics* (6102.0) which describes the concepts, methodology and sources of the ABS labour market data within the conceptual frameworks underlying the collection of these data. The Guide is structured according to subject matter topics similar to the chapter headings used in this publication.

3. Much of the data presented in the publication has been obtained from sample surveys, especially household surveys (such as the labour force survey and its supplementaries) and surveys of employers. Estimates for all surveys are subject to two sources of error:

- (a) *sampling error*—since the estimates are based on information obtained from a sample of employers or households they, and the movements derived from them, may differ from the figures that would have been produced if all employers or households had been included in the survey.
- (b) *non-sampling error*—inaccuracies may occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.

4. The individual publications referred to below generally contain more information on statistical error in respect of the series they contain.

CHAPTER 1—SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

Estimated Resident Population by Sex and Age: States and Territories of Australia (3201.0)

Australian Demographic Statistics (3101.0)

5. These publications contain estimated resident populations for the States, Territories and Australia. In addition, 3101.0 includes quarterly estimates of births, deaths, marriages, divorces and overseas migration. In presenting statistics of births and deaths a distinction is made between State of registration and State of usual residence. Marriages and divorces are shown by State of registration only, and overseas migration statistics are shown by State of usual residence only.

6. An explanation of the 'usual residence' conceptual basis for population estimates is given in the ABS infor-

mation paper entitled *Population Estimates: An Outline of the New Conceptual Basis of ABS Population Estimates* (3216.0), released on 29 March 1982. An ABS technical paper, *Methods and Procedures in the Compilation of Estimated Resident Population 1981 and in the Construction of the 1971-81 Time Series* (3103.0), was issued on 11 March 1983.

7. In this publication (6101.0), population estimates have generally been rounded to the nearest hundred. Neither rounded figures nor unrounded figures should be assumed to be accurate to the last digit shown.

Overseas Arrivals and Departures, Australia (3404.0)

8. This publication contains annual statistics of arrivals in, and departures from, Australia. Persons arriving in or departing from Australia are required to complete prescribed questionnaires in the form of Incoming and Outgoing Passenger cards. These cards serve as the source of statistics of overseas arrivals and departures.

9. Overseas arrival and departure statistics are derived from a combination of full enumeration and sampling. Fully enumerated strata cover all movements by sea regardless of duration of stay, all permanent movements and all movements with a duration of stay of more than one year. All movements by air with a duration of stay equal to or less than one year are sampled and, therefore, statistics relating to these movements are estimates which may differ from statistics which would have been obtained if details of all these movements had been processed.

Projections of the Populations of Australia, States and Territories, 1989 to 2031 (3222.0)

10. This publication contains summary results of projections of the population of the States, Territories and Australia for the period 1989 to 2031, by age group, based on estimates of the population at 30 June 1989.

11. The projections are not intended as predictions or forecasts; they are illustrations of population growth which would occur if certain selected assumptions of future demographic trends were realised. While these assumptions are based on an examination of past demographic trends and survey data on family formation, there is no certainty that these assumptions will or will not be realised. No attempt has been made to incorporate in these projections possible effects of economic depressions or booms, wars, natural disasters or other significant factors of this nature.

12. Alternative projections have been provided in the publication in recognition of the uncertainty of future movements in demographic trends, and to give users a range of options. The projections are also intended to serve both as a framework and a point of departure for other organisations and individuals working in the field of population projections.

13. The projections take as their starting point the estimated resident population of Australia by sex and single year of age at 30 June 1989. The four sets of projections are based on the following assumptions:

A and B: Annual net overseas migration gain falling from 128,500 in 1989-90 to 125,000 in 1990-91, remaining constant thereafter; total fertility rate declining from 1.83 in 1989 to 1.78 in 1998, remaining constant thereafter.

C: Annual net overseas migration gain as for Series A and B; total fertility rate declining from 1.83 in 1989 to 1.66 in 1998, remaining constant thereafter.

D: Annual net overseas migration gain falling from 128,500 in 1989-90 to 125,000 in 1990-91, remaining constant until 1993-94 and then declining to 80,000 in 1998-99, remaining constant thereafter; total fertility rate as for Series C.

14. All four sets of projections use the same mortality assumption, i.e. commencing with the age-sex specific rates recorded for 1986-88, mortality declines to year 1996 according to rates of decline between the two periods 1979-83 and 1984-88; from 1996 the decline continues, but according to the average rates of decline between the five periods 1964-68, 1969-73, 1974-78, 1979-83 and 1984-88.

Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)

15. This publication contains information relating to migrants aged 18 years and over at the time they arrived in Australia and who arrived after 1960. Details cover the various categories of migrants, their country of last residence, family details, labour force status and State in which first settled.

Labour Force Status and Other Characteristics of Families, Australia (6224.0)

16. For technical details see paragraphs 30 and 31 below.

Labour Force Status and Educational Attainment, Australia (6235.0)

17. For technical details see paragraphs 28 and 29 below.

CHAPTER 2—THE LABOUR FORCE

CHAPTER 3—EMPLOYMENT AND UNDEREMPLOYMENT

CHAPTER 4—UNEMPLOYMENT

CHAPTER 5—PERSONS NOT IN THE LABOUR FORCE

18. Data pertaining to the labour force characteristics of the population as shown in Chapters 2-5 were obtained mainly from the ABS household surveys, especially the labour force survey and the various supplementary surveys. Data pertaining to employed wage and salary earners and job vacancies are obtained from employer based surveys.

The Labour Force, Australia (6203.0)

19. The labour force survey is based on a multi-stage area sample of private dwellings (about 31,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covers about three-fifths of one per cent of the population of Australia. The information is obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers. The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (i.e. the reference week).

20. The labour force survey includes all persons aged 15 and over except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia; and
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia.

21. The labour force category to which a person is assigned depends on the *actual activity* undertaken during the reference week (i.e. whether working, looking for work, etc.).

22. From April 1986, the definition of employed persons was changed to include persons who worked without pay between 1 and 14 hours per week in a family business or on a farm (i.e. unpaid family helpers). Previously, such persons who worked 1 to 14 hours, or had such a job but were not at work, were defined as either unemployed or not in the labour force, depending on whether they were actively looking for work. In this issue, estimates for months prior to April 1986 are on the old basis, and estimates for April 1986 and later months are based on the new definition. For further information, see paragraphs 37 and 38 of the Explanatory Notes in the February 1987 issue of *The Labour Force, Australia (6203.0)*.

23. Labour force survey estimates for the period January 1984 to January 1989 have been revised. The revisions take into account amended population estimates based on the results of the 1986 Census of Population and Housing. The revisions were necessary to ensure that comparisons of labour force survey estimates from February 1989 (based on 1986 census population totals) with estimates for the period January 1984 to January 1989 (previously based on 1981 census population totals) could be made on

a sound basis. Otherwise such comparisons would be distorted by an unquantified effect due solely to a change in estimates of the population. An examination of the revised estimates between June 1981 and June 1986 showed that the effects on labour force survey estimates for the period before January 1984 were inconsequential, and that no meaningful purpose would be served by publishing revised estimates for that period.

24. Estimates from February 1978 to December 1983 are therefore based on 1981 Census of Population and Housing population benchmarks. Estimates prior to February 1978 are based on 1976 Census of Population and Housing benchmarks. Following the change in official population estimates to a place of usual residence basis after the 1981 Census, the population benchmarks used in the estimation of labour force survey data are compiled according to place of usual residence. To coordinate with the new benchmarks, the labour force survey questionnaire was changed in October 1982 to enable identification of each respondent's place of usual residence. The estimates from October 1982 in this publication are wholly according to place of residence. Prior to October 1982, the estimates are based on a combination of place of enumeration and place of residence.

Labour Force Experience, Australia (6206.0)

25. Data presented in this publication relate to the labour force experience of the civilian population aged 15 years and over during a given twelve month period. Information collected includes length of time people were working, looking for work or not in the labour force, the number of spells during which they were looking for work and other aspects of labour force experience. Similar data have been collected in a supplementary survey in most years since 1972.

26. It is impracticable to obtain information, relating to a twelve month reference period, which is strictly comparable with that obtained in the labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of labour force experience, a person is assigned to a labour force category for each of the weeks in the year on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Transition from Education to Work, Australia (6227.0)

27. Information presented in this publication relates to attendance of persons aged 15 to 64 years at an educational institution in both the previous and current year, their educational attainment and labour force status. Similar data have been collected in a supplementary survey in most years since 1964. Definitions of the principal labour force categories are the same as those for the labour force survey.

Labour Force Status and Educational Attainment, Australia (6235.0)

28. Data presented in this publication relate to the highest educational qualifications attained by the civilian population aged 15 to 69 years. Information relating to the educational attainment of persons in the labour force has been collected in an annual supplementary survey since 1979. From 1989, information relating to the educational attainment of persons has been obtained from all civilians aged 15 to 69. For persons with post-school qualifications the information sought included field of study and for those who did not complete their schooling, it included the age at which they left school.

29. Definitions of the principal labour force categories are the same as for the labour force survey. It should be noted that there are slight differences in the estimates for labour force categories. This is due to the inability to obtain from a small number of persons the additional information required for the educational qualifications survey. Although the estimation procedures take account of this factor, estimates for some characteristics will be affected.

Labour Force Status and Other Characteristics of Families, Australia (6224.0)

30. Information presented in this publication relates to the labour force status of family members, their relationship to the family head and family composition.

31. Information about families in this survey was restricted to usual residents of private dwellings. In cases where it was not possible to obtain information relating to all family members (e.g. if a person is a member of the permanent defence forces and therefore excluded from the scope of the survey) the entire family was excluded.

Persons Who Had Re-entered the Labour Force, Australia (6264.0)

32. Information presented in this publication relates to characteristics of persons who had re-entered the labour force in the previous twelve months after a substantial period out of the labour force. Details of previous job, reason left previous job and time since previous job are given.

33. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the monthly labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of persons who had re-entered the labour force a person is assigned to labour force categories at various points in time on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Persons Who Have Left the Labour Force, Australia (6267.0)

34. Information presented in this publication relates to characteristics of persons who were out of the labour force at the time of the survey and who had left the labour force during the previous twelve months. Data include whether intended to return to the labour force, time since last left the labour force and main source of income.

35. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the monthly labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of persons who have left the labour force a person is assigned to a labour force category on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Retirement and Retirement Intentions, Australia (6238.0)

36. Information presented in this publication relates to persons aged 45 years and over who had retired or intend to retire from full-time work. Persons who had retired were asked about their age at retirement; retirement scheme coverage and type of payment derived from such schemes; housing arrangements; and main source of income at retirement. Those persons who had not yet retired were asked whether they intended to retire from full-time work and, if so, were asked about their intended age at retirement; retirement scheme coverage and type of payment expected from these schemes; current and expected housing arrangements; expected main source of income; and expected form of disbursement for any lump sum received at retirement.

Superannuation, Australia, November 1988 (6319.0)

37. This publication provides information on the superannuation coverage and non-coverage of persons aged 15 to 74. Data items available include own weekly contributions to scheme, provider of scheme, expected type of payment from scheme and reason had not joined a superannuation scheme.

38. Results of similar surveys have been published in *Survey of Superannuation, Australia, February 1974* and *Superannuation, Australia, September to November 1982* (6319.0).

Labour Mobility, Australia (6209.0)

39. Information presented in this publication relates to the mobility of the civilian population aged 15 years and over with respect to duration of current job, number of jobs held and other information during a twelve month period. Similar data have been collected in a supplementary survey in most years since 1972.

Employed Wage and Salary Earners, Australia (6248.0)

40. This publication contains results of the quarterly Survey of Employment and Earnings which was introduced in the September 1983 quarter. The survey is designed to obtain, from employer units, information on numbers of wage and salary earners employed each month and their quarterly earnings. It replaces the civilian employees series, based principally on information obtained from payroll tax returns, which was discontinued after April 1980.

41. Background information on the reasons for the introduction of the new survey is provided in *Information Paper : Review of ABS Employment Statistics* (6239.0) published on 8 July 1981. Further information on the differences in concepts, methodology and coverage of the old and new employment series is provided in *Information Paper : New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

42. The survey is conducted by mail each quarter with data collected on monthly number of employees and quarterly earnings. For the first and last month of each quarter, only the total number of persons is collected; for the mid-month of each quarter, details of males and females, full-time and part-time are collected. All wage and salary earners who received pay in any pay period ending within the quarter were represented in the survey except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises in the private sector primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

43. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

44. For the *private sector*, a sample of approximately 15,000 private employer units was selected from the ABS register of businesses to ensure adequate State and in-

dustry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry. The statistical units were stratified by State, industry and size of employment and a simple random sample was selected for each stratum.

45. From the September Quarter 1988, public sector sampling was introduced, which reduced the number of public sector statistical units from a complete enumeration of approximately 4,000 to a sample of 2,500.

46. To derive estimates for *employer size groups*, each of the approximately 15,000 statistical units (see paragraph 44) selected in the private sector is allocated a size classification based on the number of employees actually reported for the middle month of the quarter. This size classification reflects the employment size of an enterprise in a particular State or Territory and not the employment size of an enterprise Australia wide. Over a period, the composition of these size categories will vary as changes migrate from one size group to another. This will have some effect on changes over time in the distribution of employment by size of enterprise.

Civilian Employees, Australia (6213.0)

47. The estimates generally related only to civilian wage and salary earners, not the total labour force. They therefore excluded employers, self-employed persons, unpaid helpers and the unemployed. Also excluded, because of the inadequacy of the data, were wage and salary earners in agriculture and private households employing staff. This series was discontinued in April 1980, see paragraphs 40 and 41 above.

48. The estimates in this publication, except those relating to government employees and defence forces, were based on comprehensive data (referred to herein as 'benchmark') derived for the purpose from population censuses and other sources.

49. The data needed to derive the estimates for periods subsequent to benchmark dates were obtained from three main sources:

- (a) payroll tax returns;
- (b) returns from government bodies; and
- (c) some other returns of employment (e.g. for hospitals).

The balance (i.e. unrecorded private employment), which accounted for 15 per cent of all employees, was estimated.

50. Although the series generally measured the short-term trends in employment in the defined field reasonably well, they may have been less reliable for longer-term measurement. There were conceptual differences between benchmark and current data, and changes in such factors

as labour turnover, multiple jobholding and part-time work all affected the trend over longer periods. Also, increases in payroll tax exemption levels may have resulted in a reduction in the number of businesses liable for payroll tax and, as a consequence, increased the size of the unrecorded sector for which employment had to be estimated. Such a reduction was more significant in those industries, such as retail trade, in which there was a high proportion of businesses with few employees. With an increase in exemption levels a greater degree of estimation may have been required in producing employment estimates for those industries.

51. Data supplied by reporting enterprises or establishments generally referred to persons on the payroll for the last pay-period in each month. Persons who were on paid leave or who worked during part of the pay period and were unemployed or on strike during the rest of the period were generally counted as employed. Those not shown on employers' payrolls because they were on leave without pay, on strike or stood down for the entire period were excluded.

52. In all States and Territories, most employers paying wages in excess of a designated exemption level were required to lodge payroll tax returns. Certain Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations were specifically exempted under the various Payroll Tax Acts.

53. Government employees comprise not only administrative employees but also all other employees of government bodies (Australian, State, local and semi-government) engaged in providing services.

54. The industry classification used in this publication is the *Australian Standard Industrial Classification (ASIC)*, described in *Australian Standard Industrial Classification (Preliminary Edition)*, 1969, Volume I (1201.0).

Employment, Underemployment and Unemployment, Australia (6246.0)

55. This publication analyses the trends in employment, underemployment, unemployment and so-called 'hidden' unemployment over the period 1966 to 1983.

56. The source of data for tables and charts included in this publication is the ABS population survey system. References include *The Labour Force* (6203.0), *Labour Force Status and Other Characteristics of Families* (6224.0), *Job Search Experience of Unemployed Persons* (6222.0), *Labour Force Status and Educational Attainment* (6235.0), *Persons Not in the Labour Force* (6220.0). A comprehensive explanation of survey concepts and definitions may be found in the relevant paragraphs of this Technical Note and in the Glossary.

Underemployed Workers, Australia (6265.0)

57. Information presented in this publication relates to characteristics of underemployed workers, including type and duration of current period of underemployment, educational attainment and preferred number of extra hours.

58. The Resolution of the International Labour Organisation (ILO) Thirteenth International Conference of Labour Statisticians in October 1982 defined underemployment as follows:

'Underemployment exists when a person's employment is inadequate in relation to specified norms or alternative employment, account being taken of his or her occupational skill.'

59. Due to the serious conceptual difficulties that would be encountered in seeking measures of invisible underemployment, the ILO recommended that statistical measurement be limited to visible underemployment. This is the approach adopted in this supplementary survey.

Job Search Experience of Unemployed Persons, Australia (6222.0)

60. Information presented in this publication relates to characteristics of unemployed persons including difficulties in finding work, steps taken to find work, past employment experience, whether they had had offers of employment and their educational attainment.

Job Vacancies, Australia (6231.0) (to May 1989)

Job Vacancies and Overtime, Australia (6354.0) (from August 1989)

61. Information presented in this publication refers to vacancies in private and public sectors. The information is obtained from a sample survey of employers conducted on a quarterly basis.

62. All vacancies for wage and salary earners are represented in the survey except those:

- (a) in the Australian permanent defence forces;
- (b) in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) in private households employing staff;
- (d) in overseas embassies, consulates, etc;
- (e) located outside Australia; and
- (f) on workers' compensation who are not paid through the payroll.

63. A sample of approximately 5,000 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

Persons Not in the Labour Force, Australia (6220.0)

64. Information presented in this publication relates to the labour force aspirations, availability for work and reasons for not seeking employment of persons aged 15 and over who were not in the labour force. Similar data have been collected in supplementary surveys since 1975.

65. The criteria determining those in the labour force are based on actual activity (i.e. working or looking for work) during the survey week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work, reasons for not actively looking for work and availability to start work, are more subjective and are not based on respondents' actual activity. Hence, the measurement of these criteria is affected by the respondents' own interpretation of the concepts used. Individual respondent's interpretation is affected by such factors as the respondent's work aspirations, as well as family, economic and other commitments.

CHAPTER 6—AWARD RATES, EARNINGS, INCOME, LABOUR COSTS AND EMPLOYMENT BENEFITS

66. Data pertaining to earnings and wages have been obtained from a number of sources. Information on the distribution of weekly earnings of wage and salary earners is a product of the ABS population survey. Details on average weekly earnings are obtained from regular surveys of employers. Indexes of award rates of pay are derived from information provided in industrial awards, determinations and agreements.

Award Rates of Pay Indexes, Australia (6312.0)

67. The Award Rates of Pay Indexes are produced monthly and are designed, like other indexes, to depict movements. They measure general trends in award rates of pay.

68. The current series of *Award Rates of Pay Indexes* have been compiled on a monthly basis from June 1985. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment existing in May 1985. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The survey collected information on the industry and occupation of individual employees, on the award under which they are covered and on their award classification.

69. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial arbitration authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are significant in the particular industries to which they refer.

Average Weekly Earnings, Australia (6302.0)

70. The survey of average weekly earnings is designed to obtain, from employers, information on earnings in respect of a specified payweek each quarter. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are

available on request. A summary of the main differences in concepts, methods and coverage of the old and new earnings series is given in a further publication, *Information Paper: Average Weekly Earnings—New Series to Replace Former Payroll Tax Based Series* (6336.0) issued on 24 March 1982.

71. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

72. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

73. The *reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter.

Average Earnings and Hours of Employees, Australia (6304.0)

74. The current series of estimates of average weekly earnings and hours paid for was introduced in August 1981 when it replaced the average weekly earnings series based principally on information from payroll tax returns. In November each year more detailed dissections of earnings and information on hours paid for are collected in the survey. This information is similar to that collected in the Survey of Earnings and Hours introduced in September 1960 and conducted in October each year from 1961 to 1980. However, significant differences, particularly in the coverage of the sample framework, exist between the October surveys series and the new average weekly earnings series. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request. When comparing the estimates for 1987 with those of October 1981 and November 1982 to 1986, it is important to keep in mind the stages of development of the sample survey on which these figures are based (see the *Information Paper* mentioned above). In particular, note that estimates produced from the 1983 survey were adjusted before publication to maintain consistency with figures produced from a new sample which represented the final stage of development of the survey. More details of this adjustment can be found in the Explanatory Notes of *Average Earnings and Hours of Employees, Australia, November 1983* (6304.0) published on 12 October 1984.

Consumer Price Index, Australia (6401.0)

75. The Consumer Price Index (CPI) measures quarterly changes in the price of a 'basket' of goods and services which account for a high proportion of expenditures by metropolitan wage and salary earner households.

76. The results of the latest major review of the CPI were incorporated in the eleventh CPI series introduced in the March quarter 1987 issue of 6401.0. Details of the review are contained in ABS *Information Paper: Review of the Consumer Price Index* (6450.0).

77. Further information about the CPI is contained in a booklet entitled *A Guide to the Consumer Price Index* (6440.0) and in the publication *The Australian Consumer Price Index: Concepts, Sources and Methods* (6461.0).

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

78. This survey is conducted in respect of a pay period in May. The survey was conducted annually from 1974 to 1981, then in 1983 and has been reinstated to an annual basis from 1985. The survey is based on a sample of employers who in turn randomly select employees in accordance with instructions supplied by the ABS. The data presented provides information on the distribution and composition of earnings and hours as well as averages.

79. The *reference period* for the survey refers to the last pay period ending on or before the third Friday of May.

Weekly Earnings of Employees (Distribution), Australia (6310.0)

80. In recent years supplementary surveys based on the population survey have been conducted throughout Australia every August to obtain information about the weekly earnings of wage and salary earners. For the sake of brevity in the survey data, wage and salary earners are referred to as employees.

Major Labour Costs, Australia (6348.0)

81. This publication contains results of the Survey of Major Labour Costs. Information is collected on the major labour costs incurred by both public and private sector employers in the reference year.

82. The survey of Major Labour Costs covers only the components: gross wages and salaries; severance, termination and redundancy payments; payroll tax payments; workers' compensation; superannuation; and fringe benefits tax, which are estimated to represent over 90 per cent of all labour costs.

Employment Benefits, Australia (6334.0)

83. In association with the August labour force survey, information is obtained on a range of employment benefits provided by employers to employees (wage and salary earners). These data were first collected in 1979, and have been collected annually since 1983.

84. The mere availability of or entitlement to a benefit (as defined) was not sufficient reason for its inclusion in the tables in this publication; with the exception of leave entitlements, only those benefits which were used or taken up were counted.

CHAPTER 7—HOURS OF WORK

85. Data pertaining to hours worked have been obtained from the ABS population survey system, which is discussed earlier in this Technical Note. Data on overtime hours worked are a product of the ABS sample survey of employers.

The Labour Force, Australia (6203.0)

86. For technical details see paragraphs 19 to 24 above.

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

87. For technical details see paragraphs 78 and 79 above.

Overtime, Australia (6330.0) (to May 1989)

Job Vacancies and Overtime, Australia (6354.0) (from August 1989) (See also paragraphs 61 to 63.)

88. The ABS conducts a quarterly survey of employers to obtain information about overtime hours paid for and the number of people who received pay for overtime during a specified survey week. The survey is conducted in respect of the last week of the pay period ending on, or before the third Friday of the survey month. It should be kept in mind that the statistics presented may display short-term or seasonal fluctuations from quarter to quarter.

CHAPTER 8—INDUSTRIAL RELATIONS

Industrial Disputes, Australia (6321.0)

89. The ABS publishes monthly statistics of the number of industrial disputes, the number of employees involved and working days lost in industrial disputes. The statistics are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred.

90. The calculation of working days lost per 1,000 employees for the period 1975 to 1979 were based on numbers of employees as published in *Civilian Employees, Australia (6213.0)*. As this series was suspended from April 1980, estimates from 1980 have been calculated by using estimates of employees from *The Labour Force, Australia (6203.0)*. In January 1987 the basis for calculation of working days lost per thousand employees was changed to include estimates of employees from the Survey of Employment and Earnings. They are combined with estimates of the number of employees in agriculture and in private households obtained from the Labour Force Survey. The estimates have been recalculated on this basis back to January 1984. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

Industrial Disputes, Australia (6322.0)

91. In addition to the monthly publication of industrial disputes (6321.0) (see paragraphs 89 and 90) the ABS publishes annual statistics of industrial disputes. The an-

nual statistics are also classified by the cause of disputes, their duration and the method of settlement.

92. Further information about the industrial relations system in Australia and a framework for classifying disputes can be found in *A Guide to Labour Statistics (6102.0)*.

Trade Union Statistics, Australia (6323.0)

93. The figures presented in 6323.0 have been compiled from questionnaires completed by individual trade unions in respect of their membership as at 30 June from 1985 onwards and as at 31 December in previous years.

94. From 30 June 1985, the proportion of employees have been calculated from estimates of employees from the Survey of Employment and Earnings published in *Employed Wage and Salary Earners, Australia (6248.0)*. These estimates of employees have been adjusted by adding estimates of employees in agriculture, forestry, fishing and hunting and in private households employing staff, from the Labour Force Survey. Prior to 30 June 1985, estimates of employees from *The Labour Force, Australia (6203.0)* have been used.

95. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners and the degree of unemployment of reported union members will affect the percentages for a particular year and comparisons over time.

96. The published number of reporting trade unions varies from year to year as a result of amalgamations and mergers of unions, unions ceasing to operate, new unions being formed, existing organisations changing their status such that it brings them within the scope of the definition of a trade union and existing unions reporting for the first time.

Trade Union Members, Australia (6325.0)

97. In association with the August 1988 labour force survey, information was obtained about the membership of trade unions and employee associations, and various characteristics of members and non-members. Similar surveys were previously conducted in November 1976, during the period March to May 1982, and in August 1986.

98. Although some persons may be union members in their second job only, this survey collected characteristics only of respondents who were trade union members in relation to their main job.

Incidence of Awards, Australia (6315.0)

99. This publication contains details of the award coverage of employees obtained as part of a sample survey which was conducted in May 1985. The survey was designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees.

CHAPTER 9—TRAINING

Employer Training Expenditure, Australia (6353.0)

100. This publication contains results of the 1989 Employer Training Survey (TES). The survey collected information on employers' expenditure in providing formal

training for their employees over the period 1 July to 30 September 1989 (September quarter). A similar survey will be conducted in 1990.

101. Training expenditure included wages and salaries and other expenditure on formal training. The estimates of expenditure on training are expressed primarily as percentages of the employers' total gross wages and salaries expenditure for the September quarter. In addition, statistics are presented as costs (in dollars or hours) per employee.

102. Some tables present estimates produced only from those employers who reported some training expenditure for the period, i.e. those who provided or supported training for their employees in some way. The survey did not collect information on the number of employees who received training.

103. The survey covered employers in all States and Territories and all industries except for employers primarily engaged in Agriculture, forestry, fishing and hunting; private households employing staff; overseas embassies, consulates, etc.; and the Australian permanent defence forces.

104. A sample of approximately 2,000 employers was selected from the ABS register of businesses. The sample was stratified by sector, industry and employer size, and was optimally allocated to ensure adequate representation in each of these areas.

105. The statistical unit for the survey comprised all activities of an enterprise in a particular State or Territory. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry.

106. The survey collected data on employers' formal training expenditure. Formal training is defined as training activities which have a structured plan and format designed to develop job related skills and competence (see the Glossary).

107. Despite the importance of informal training in improving job skills, informal training has been excluded from the scope of the survey because of the considerable difficulties associated with its measurement.

108. The TES collected data on gross wages and salaries for employees' time receiving and providing formal training, the number of hours receiving training, fees and other training expenditure. Data on the total number of employees and their gross wages and salaries for the quarter were also collected.

109. The survey covered all expenses incurred by employers in training their own employees, including all full-time, part-time, casual and temporary employees. The

survey excludes the cost of training volunteers, customers or dealers etc. since they are not defined as employees.

110. The survey collected direct costs associated with training time. It excluded the replacement costs of employees on training courses. For example, if a bank teller undertook a training course and his/her normal work was done by a replacement teller, then the training cost collected in the survey was the bank teller's gross salary for attending the training course. The survey excluded training undertaken outside normal working hours at no expense to the employer.

111. Data in the survey was recorded on a cash basis. Annual fees (such as enrolment fees for educational institutions) were only included if they were paid in the September quarter. They were not apportioned.

112. A three month reference period was used for the survey in preference to a full year reference period in order to minimise the inconvenience of the survey to respondents, to enable high quality data to be reported, and to satisfy the demand for timely results. It was recognised that in adopting the three month period, seasonal influences may affect the results since the chosen period may not have been a typical period for training expenditure in 1989. To address this concern, questions on seasonality were included in the survey. The response showed that the September quarter was a representative period for 1989.

113. Employers were notified of their selection prior to the commencement of the survey reference period to ensure that they could provide accurate data. They were provided with a Guide containing: a specimen questionnaire; explanations of the concepts and definitions; and some worksheets to assist in the recording of data during the reference period.

How Workers Get Their Training, Australia (6278.0)

114. This publication presents results from the survey of *How Workers Get Their Training* conducted throughout Australia during the months of March, April, June and July 1989. The survey obtained information on training and education undertaken by persons who had worked as wage or salary earners in the last 12 months. Information collected includes socio-demographic characteristics (such as gender, age, earnings and educational attainment), work history details (such as occupation, industry and job tenure), highest qualification needed to obtain job, types of training courses undertaken over a 12 month period, time spent on training courses, employer support for training courses, etc.

Manufacturing Industry: Details of Operations by Industry Class, Australia (8203.0)

115. Presents final results from the 1989-90 Manufacturing Census. Details of number of establishments, employment, wages and salaries paid, turnover, stocks, purchases, transfers in and selected expenses, value added, usage of electricity and fuels and fixed capital expenditure are shown classified by industry class.

GLOSSARY

Active steps taken to find work during the current period of unemployment. They comprise writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Additional time. Nightwork after award etc., agreed or standard hours have been worked. Figures for hours of nightwork refer to those hours in which respondents were nightworkers and are not necessarily their usual hours of nightwork.

Adults. Employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior* employees are all other employees.

Aggregate hours worked. The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

Annual leave (also referred to as recreation leave, holiday leave, vacation leave). A period of paid absence from work for leisure or recreation purposes to which an employee becomes entitled each year after a continuous period of service with one employer or in an industry, as specified in awards, etc.

Apprentices. Employed persons aged 15 to 34 years who indicate in the survey that they are apprentices.

Attended an educational institution in the previous year. Undertook a period of study during that calendar year.

Attending an educational institution full-time. Persons who consider themselves to be attending full-time or the institution which they are attending so classifies them.

Average hours worked. Aggregate hours worked by a group divided by the number of persons in that group.

Average hours of overtime per employee. Calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

Average hours of overtime per employee working overtime. Calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.

Average (mean) duration of underemployment—see 'duration of current period of underemployment'.

Average (mean) duration of unemployment—see 'duration of unemployment'.

Average (mean) preferred number of extra hours. Calculated by dividing the aggregate preferred number of extra hours reported by a group by the number of persons in that group.

Average weekly earnings. Average gross (before tax) earnings of employees do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

Award pay or agreed base rate of pay. Award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

Award Rates of Pay. The award rates of pay used in the compilation of the indexes:

Include

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance);
- (ii) supplementary payments when they are specified within the award.

Exclude

- (i) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement.

Casual worker. An employee not entitled to paid holidays or sick pay in his/her main job.

CAE. College of advanced education.

Certificate or diploma. An approved certificate or diploma completed in secretarial or business studies, administration, teaching, nursing, etc.

Child care relates to all arrangements, except time spent at school, made for the care of children under twelve years of age for Monday to Sunday of the week prior to interview.

Collective agreements (whether registered or unregistered). Agreements made by an employer or a number of employers with a group or organisation of employees. *Registered collective agreements* are those collective agreements registered with a Federal or State industrial arbitration authority, whilst *unregistered collective agreements* are those not so registered.

Commonwealth employees. Persons employed by all government departments, agencies and authorities responsible to the Commonwealth Parliament. Those bodies jointly run by Commonwealth and State governments are classified as Commonwealth.

Degree. A bachelor degree (including honours), a graduate or post-graduate diploma, master's degree or a doctorate.

Dependents. All family members under 15 years of age; all family members aged 15 to 19 attending school or aged 15 to 24 attending a tertiary educational institution full-time, except those classified as husbands, wives, sole parents or other family heads.

Discouraged jobseekers. Persons with marginal attachment to the labour force who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons: considered to be too young or too old by employers; difficulties with language or ethnic background; lacked the necessary schooling, training, skills or experience; no jobs in their locality or line of work; or no jobs at all.

Duration of current period of underemployment. The period from the time the person became underemployed to the end of the reference week. Periods of underemployment are recorded in full weeks and this results in a slight understatement of duration. *Average (mean) duration* is obtained by dividing the aggregate number of weeks a group has been underemployed by the number of persons in that group. *Median duration* is that which divides underemployed persons into two equal groups, one comprising persons whose duration of underemployment is above the median and the other, persons whose duration is below it.

Duration of last job. The period between the commencement of the last job up to the week they ceased working in that job.

Duration of current period of unemployment. The period from the time the person began looking for work or was stood down to the end of the reference week. Thus the survey measures current (and continuing) periods of unemployment rather than completed spells. For persons who may have begun looking for work while still employed, the duration of unemployment is defined as the

period from the time the person last worked full-time for two weeks or more to the end of the reference week. *Average (mean) duration* is the duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group. *Median duration* is the duration which divides unemployed persons into two equal groups, one comprising persons whose duration of unemployment is above the median and the other, persons whose duration is below it.

Dwelling. Contains one or more households, and separate households are considered to exist within a dwelling when:

- (a) a group of one or more persons considered themselves to be a separate household from others in the dwelling;
- (b) regular provision was made for groups to take meals at different times or in different rooms; or
- (c) a dwelling contained one or more lodgers, who received accommodation, but no meals; each lodger was then considered to be a separate household.

A household may consist of any number of families and non-family members. A boarder who received both accommodation and meals is not considered to constitute a separate household.

Earnings. Comprise amounts paid to employees as severance, termination and redundancy payments and gross wages and salaries during the reference period. The estimate of earnings excludes amounts paid to employees for workers' compensation.

Educational attainment. Measures the highest qualification obtained by the respondent. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

Educational institution. Any institution whose primary role is education. Included are schools, universities, colleges of advanced education, colleges of technical and further education, public and private colleges, etc. A *tertiary institution* is any educational institution other than a school. Excluded are institutions whose primary role is not education, for example hospitals.

Employed persons. Persons aged 15 and over who, during the reference week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or
- (b) worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without

pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or

- (d) were employers or self-employed persons who had a job, business or farm, but were not at work.

Employees (Employer surveys). Includes all wage and salary earners who received pay for the reference period except: members of the Australian permanent defence forces; employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting; employees in private households employing staff; employees of overseas embassies, consulates, etc.; employees based outside Australia; and employees on workers' compensation who are not paid through the payroll.

Also excluded are the following persons who are not regarded as employees for the purposes of the survey: directors who are not paid a salary; proprietors/partners of unincorporated businesses; and self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer. For employment statistics from the household based Labour Force Surveys see 'employed persons'.

Employees covered by awards, etc. Employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

Employees involved in industrial disputes. Includes employees directly and indirectly involved in disputes. Employees indirectly involved are those who ceased work at the establishments where the stoppages occurred, but who are not themselves parties to the dispute.

Employees not covered by awards, etc. Those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

Employees' wages and salaries for time receiving training. Gross wages and salaries for the number of hours spent by employees receiving formal training including paid travel time. Amounts paid to employees who commenced or terminated employment during the Training Expenditure Survey reference period are also included.

Employer support. Multi response categories consisting of 'paid for study materials or fee', 'provided paid study leave' or 'other support'.

Employer units. The enterprises or statistical units which make up the population from which the sample was drawn.

Employment benefit. A concession, allowance or other privilege, etc. received by or provided to employees in addition to wages or salary and award, etc. minimum provisions under which a person was employed in their main job. Not all benefits were received directly from the current employer. Some benefits may have been received from other sources by employees as a result of their employment in a particular occupation or industry. Such benefits, e.g. a concession air fare granted by an airline to a travel agency employee, have been included in the tables where appropriate. All types of wage and salary payments, including bonuses, payments for leave of various kinds and overaward payments, as well as emoluments received in accordance with award, etc. provisions (e.g. safety clothing) were not considered to be benefits for the purposes of the survey. For definitions of individual employment benefits, see *Employment Benefits, Australia, August 1986* (6334.0).

Employment/population ratio. The number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

Estimated resident population. The official population estimates series compiled according to the place of usual residence of the population.

External (training), employer supported. Respondents were asked whether any of the four main external training courses undertaken over the last 12 months had been supported by an employer. Support comprises 'paid for study materials or fees', 'provided paid for study leave' or 'other support'.

External formal training. Organised and conducted by training or educational institutions, agencies or consultants e.g. College of Technical and Further Education courses.

External training courses. Training which is organised and conducted by training or educational establishments, agencies or consultants other than any of the respondent's employers. It is training other than study for an educational qualification. Information was collected on the four main courses attended in the last 12 months.

Family. Two or more related persons (*relationship* includes relationships by blood, marriage or adoption) usually resident in the same household at the time of the survey. A family comprises a married couple or a family head as defined, together with any persons having any of the following relationships to them:

- (a) sons or daughters of any age, if not married and with no children of their own present;
- (b) other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or
- (c) any children under 15 years of age who do not have a parent present.

Family head. Any person without a spouse present, but with a son or daughter aged under 15 present. Persons without a spouse, son or daughter aged under 15 present,

but with a son or daughter aged 15 or over present, provided that the son or daughter has no spouse, son or daughter of his/her own present. If a family has no person falling into either of these categories, the family head is generally defined to be the eldest person in the family. No family head is defined for a married-couple family.

Federal awards, determinations or collective agreements. Awards or determinations made by, and collective agreements registered with, the Australian Conciliation and Arbitration Commission, the Public Service Arbitrator, the Coal Industry Tribunal, and the Flight Crew Officers Industrial Tribunal or the Academic Salaries Tribunal.

Field of trade. Derived from information provided by apprentices on their occupation.

Flexitime. Working arrangements in which employees were able, to choose to some extent the times at which they started and/or finished work each day, while still working the award or agreed hours on average over a longer period.

Formal training. All training activities which have a structured plan and format designed to develop job related skills and competence are defined as formal training. It consists of periods of instruction or a combination of instruction and monitored practical work. The instruction can take the form of workshops, lectures, tutorials, training seminars, audio-visual presentations, demonstration sessions or monitored self-paced training packages.

Former workers. Unemployed persons who have previously worked full time for two weeks or more but not in the past two years.

Fringe benefits tax. The tax actually paid in respect of employees as defined. Amounts paid in fines for late payment are not included in the estimate of fringe benefits tax.

Full-time attendance. Attendance at an educational institution by persons who consider themselves to be attending full-time or are so classified by the institution they are attending.

Full-time employees. Permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

Full-time workers. Employed persons who usually work 35 hours or more a week and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

Fully employed workers. Employed persons who are voluntarily working part-time, or who worked full-time hours in the reference week, or who are full-time workers who did not work full-time hours in the reference week for non-economic reasons. It should be noted that persons who are normally underemployed but who worked full-

time hours in the reference week are classified as fully employed.

Gross wages and salaries. Payments made to employees during the reference year (before taxation and other deductions). They comprise:

- ordinary time and overtime earnings;
- overaward payments;
- penalty payments, shift and other remunerative allowances;
- commissions and retainers;
- bonuses and similar payments;
- payments under incentive, piecework or profit sharing schemes;
- leave loadings and leave payments;
- advance and retrospective payments;
- standby or reporting time; and
- salaries and fees paid to company directors and members of boards who receive a salary.

Excluded are severance, termination and redundancy payments, allowances which are reimbursements for expenditure incurred in conducting the business of an employer and drawings from profits by directors or office holders.

Amounts paid to employees for workers' compensation as part of their gross wages and salaries have been removed from the gross wages and salaries estimate provided. Workers' compensation costs not reimbursed by an insurer are accounted for in the workers' compensation estimate.

Highest level of secondary school available. The highest level of secondary schooling (or equivalent) offered by the education system at the time the respondent left school.

Hourly award rates of pay. The *hourly award rates of pay series* for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

Hours of work. The estimates of aggregate hours and of average hours refer to actual hours worked during the reference week, not hours paid for. The estimates may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, injury, accident and industrial disputes; and stoppages of work due to bad weather, plant breakdown, etc. When hours of work are recorded, fractions of an hour are disregarded and this results in slightly lower figures than would be the case if actual time worked was recorded. Persons stood down for the whole of the reference week without pay because of bad weather or plant breakdown at their place of employment are regarded as employed and therefore are included

(working no hours) in the calculation of average hours worked. Persons stood down in the reference week for reasons other than bad weather and plant breakdown and waiting to be called back to their job are regarded as unemployed and are therefore excluded from the calculations.

Hours paid for. The number of hours for which an employee was paid and not necessarily the number of hours actually worked (e.g. an employee on paid leave for the week was asked to report the number of hours for which he was paid).

Hours worked. Actual hours worked during the reference week, not necessarily hours paid for.

Households—see 'dwelling'.

Industrial dispute. An *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

A dispute affecting several establishments has been counted as a single dispute if it is organised or directed by one person or organisation in each State or Territory in which it occurs; otherwise it is counted as a separate dispute at each establishment in each State/Territory and in each industry in which it occurred. Prior to December 1987 disputes were counted differently (refer to explanatory notes and glossary in *Industrial Disputes, Australia* (6321.0) for further details).

Industry. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1-The Classification* (1201.0).

Informal training. Unstructured on-the-job training, being shown how to do things as the need arises, learning by doing a job.

In-house formal training. Organised by employers primarily for their own employees, using the employers' own staff, or consultants e.g. where a consultant designs a program specifically for the employer.

In-house training courses. Training organised by the respondents' employers primarily for their own employees, using the employers' staff or training consultants. Information was collected on the four main courses attended in the last 12 months.

Interstate. Movement to another State.

Intrastate. Movement to another part of the same State.

Job. A job is defined as either:

- (a) employment as a wage or salary earner (or unpaid family helper) by a particular employer in a particular locality; or

- (b) self-employment (with or without employees) in a particular locality.

Job leavers. Unemployed persons who have worked full time for two weeks or more in the past two years and *left that job voluntarily*, that is, because of unsatisfactory work arrangements/pay/hours; the job was seasonal, temporary or a holiday job and they left that job to return to studies; their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties; or any other reasons.

Job losers. Unemployed persons who have worked full time for two weeks or more in the past two years and *left that job involuntarily*, that is: were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or their last job was running their own business and the business closed down because of financial difficulties.

Job mobility. A change of job. A *change of job* may involve a change of employer without a change of job location; a change of location without a change of employer; or a change in both employer and location. For example, the movement of an employer's operations to premises in a different location would entail a change of job for employees who move to the new location. Promotion or transfer of an employee which involves a move to premises in a different location would also constitute a change of job. It should be noted, however, that for a person who works at different sites for the same employer (for example, a construction worker), his base of operations (i.e. his employer's office, depot, yard, etc.) is considered to be his place of work.

Job vacancy. A job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and Territories. Excluded are vacancies:

- (a) of less than one day's duration;
- (b) to be filled by persons already hired, or by promotion or transfer of existing employees;
- (c) to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- (d) not available for immediate filling on the survey reference date;
- (e) not available within the particular State or Territory to which the return relates;

- (f) for work carried out under contract;
- (g) for which no effort is being made to fill the position.

Job vacancy rate. Calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

Juniors—see ‘adults’.

Labour costs. All costs incurred by employers in the employment of labour, and may be classified as follows:

- (a) Earnings of employees, i.e.:
 - (i) gross wages and salaries.
 - (ii) severance, termination and redundancy payments.
- (b) Payroll tax payments.
- (c) Workers’ compensation.
- (d) Superannuation.
- (e) Fringe benefits tax.
- (f) Fringe benefits.
- (g) Welfare services.
- (h) Training.
- (i) Recruitment.

The measure of labour costs presented in this publication covers only components (a) to (e) which are generally considered to account for over 90 per cent of all labour costs.

Labour force. All persons who, during the reference week, were employed or unemployed.

Labour force participation rate. The labour force in any group expressed as a percentage of the civilian population aged 15 and over in the same group. Because it is not practicable to ascertain the birthplace of persons in institutions (who are classified as not in the labour force), labour force participation rates for persons classified by birthplace are calculated by using population estimates which exclude those in institutions.

Labour force status. A classification of the civilian population aged 15 and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

Labour mobility. Defined in terms of specific questions asked regarding job mobility and duration of current job.

Labour underutilisation. A person’s labour is underutilised if they are either unemployed or underemployed.

Leavers. Persons who were full-time students at any time in the previous calendar year but were not full-time students at the time of the survey.

Life assurance policy. An endowment policy covering the life of a person which matures at a nominated age. Information was collected only for policies which would provide money for a person when he or she retires from full-time work.

Living alone—see ‘not a member of a family’.

Local government employees. Persons employed by Municipalities and Shires and other local authorities created by or subject to the provisions of local government legislation such as county councils in New South Wales.

Locality. In capital cities and major towns each suburb is considered to be a different locality.

Long-term movement. The arrivals of visitors (except those who hold migrant visas—see above) and the temporary departures by Australian residents with the intention to stay, in Australia or abroad respectively, for twelve months or more, together with the departure of visitors and the return of Australian residents who had stayed, in Australia or abroad, for twelve months or more. Movements of travellers whose intended or actual period of stay is less than twelve months are classified as *short-term*, except those who, on arrival, hold migrant visas. Some travellers state an intended or actual duration of stay of one year exactly. Such travellers are allocated to short-term or long-term in proportion to the number of travellers who stated an actual duration of stay of 11 months or one year one month respectively.

Long-service leave (or furlough). A period of paid absence from work to which an employee becomes entitled after a number of years of continuous service with one employer, or in an industry, the initial entitlement usually being three months after 10 or 15 years service, as specified in Federal or State legislation.

Looked for work. Applies to those persons who reported having been out of work and looking for a job.

Main difficulty in finding work. The main difficulty experienced during the current period of unemployment.

Main job. The job at which most hours were usually worked. The *second job* is defined to include all remaining jobs, in which some hours were worked during the reference week (i.e. the week before the interview week). Work as an unpaid family helper or service in the reserve defence forces is not regarded as a second job. A person who held more than one job as an employee is classified to the industry and occupation of the main job.

Managerial employees. Adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. **Non-managerial employees** are those who are not managerial employees as defined.

Marginal attachment to the labour force. Persons who were not in the labour force in the reference week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks or could start work within four weeks if childcare was available.

Marital status. This characteristic is determined from information supplied by the respondent about the individual himself or herself and, where the person was reported as being married, about the living arrangements of persons usually resident in the household. Marital status does not therefore necessarily reflect legal status. Persons are classified as *married* (husband and wife) if they are reported as being married (including *de facto*) and their spouse was a usual resident of the household at the time of the survey. The *not-married* category includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household. Persons who live in a *de facto* relationship but do not volunteer this information when asked whether they are married are classified as not married.

Married—see ‘marital status’.

Married-couple families. Families in which there are two married persons and these persons are husband and wife — see ‘marital status’.

Mean (or average) earnings or hours. Obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

Mean weekly earnings. Obtained by dividing the total earnings of a group by the number of employees in that group.

Median duration of underemployment—see ‘duration of current period of underemployment’.

Median duration of unemployment—see ‘duration of unemployment’.

Median earnings or hours. The amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

Median weekly earnings. The amount which divides the distribution of individuals into two equal groups, one having earnings above and the other below that amount. Medians were calculated from grouped data, and linear interpolation was used within the class interval in which the median fell.

Membership of trade unions. Financial members are dues-paying members no more than 6 months in arrears. The total number of members includes all persons (financial,

unfinancial, honorary, etc.) regarded by unions as members.

Migrant. A person who was not born in Australia and who was a permanent resident of Australia at the time of the survey. A migrant could be *sponsored* to come to Australia or arrive *unsponsored*.

Multiple jobholders. Persons who usually worked in two or more (see ‘main job’) jobs each week and who were employed in at least one of their jobs as wage or salary earners. Persons who by the nature of their employment work for more than one employer, e.g. domestics, odd-job men, babysitters, etc. are not counted as multiple jobholder unless they also held another job of a different kind; nor are those who worked for more than one employer solely by reason of changing jobs during the survey week.

Net training expenditure. Total training expenditure by employers minus subsidies received for training.

Nightworker. An employed person who in any one of the four weeks prior to the reference date worked a total of 15 hours or more between 7.00 p.m. and 7.00 a.m. in either their main or second job.

Non-managerial employees—see ‘managerial employees’.

Not a member of a family. Persons not related to any other member of the household in which they are living. A person is considered to be *living alone* if he or she is the sole member of a household. Thus, a person who is the sole occupant of a self-contained flat attached to another dwelling is considered to be living alone.

Not in the labour force. Persons who were not in the categories employed or unemployed, as defined. They include persons who were keeping house (unpaid), retired, voluntarily inactive, permanently unable to work, persons in institutions (hospitals, gaols, sanatoriums, etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the reference week was jury service or unpaid voluntary work for a charitable organisation.

Not-married—see ‘marital status’.

Number of employees. All employees who received pay for any part of the relevant pay period. All permanent, temporary, casual, managerial and executive employees are included. Part-time and casual employees who may have worked only a few hours during the reference period are included. Employees on paid leave and those employees on workers’ compensation who continue to be paid through the employer’s payroll are also included. Casual employees who work on an irregular basis and who were not paid during the relevant pay period, employees on leave without pay, on strike or stood down without pay for the whole of the pay period are excluded.

Number of spells of looking for work during the year. The number of different periods, including the current period,

during which persons were reported as having been out of work and looking for a job (as defined).

Occupation. Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) — First Edition, Statistical Classification (1222.0)*.

On-the-job training. Respondents were asked to indicate whether any of the following activities were undertaken to improve their job skills while employed in any job over the last 12 months — being shown how to do the job, watching others work (including examining other workers' product), asking questions of co-workers and teaching self.

One-parent family. Families in which there is a family head together with at least one dependent son or daughter of his/her own.

Ordinary time hours paid for. Award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long-service leave taken during the reference period.

Other educational institution. Includes business, commercial and secretarial colleges; religious and theological colleges; and overseas institutions.

Other expenditure on formal training. The total of expenditure on training equipment, travel, accommodation, meals, consumables, training rooms and payments to industry training bodies.

Other families. Families which are not married-couple families or one-parent families, as defined. They include families in which there is a parent with only non-dependent children present, and families in which there is no parent, for example a family head living with a brother or sister.

Other pay. Ordinary time earnings not included in award or agreed base rate of pay, allowances under award, overaward pay, or payment by measured result. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

Other post-school qualifications. Completion of other types of education, e.g. adult education, preparatory/bridging course or hobby course.

Other workers (i.e. 'day' workers). Persons who did not work the hours described for 'nightworker'.

Out of the labour force. Persons who reported having neither worked nor looked for work.

Overaward pay. Amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst

carrying out the employer's business (e.g. payments from petty cash).

Overtime. Time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

Overtime hours paid for refers to hours in excess of award, standard or agreed hours of work.

Part-time attendance. Attendance at an educational institution by persons who consider themselves to be attending part-time or are so classified by the institution they are attending.

Part-time employees. Permanent, temporary and casual employees who are not classified as full-time employees as defined.

Part-time workers. Employed persons who usually work less than 35 hours a week and who did so during the reference week. When recording hours of work, fractions of an hour are disregarded.

Payment by measured result. Earnings which vary according to measured performance (e.g. piecework, production and task bonuses, commission).

Payroll tax. Amounts paid during the reference year in respect of the gross wages and salaries of employees, as defined, net of any rebates. Payroll tax assessed for payments to contractors and other persons not considered employees, are thus excluded.

Permanent movement. Arrivals of settlers (i.e. persons who hold migrant visas, regardless of stated intended period of stay), New Zealand citizens who indicate an intention to settle and those who are otherwise eligible to settle (e.g. overseas born children of Australian citizens), and permanent departures of Australian residents, including former residents (i.e. those who on departure state they do not intend to return to Australia).

Permanent worker. An employee who was entitled to paid holidays or sick pay in his/her main job.

Persons covered by a superannuation scheme. Persons who, at the time of the survey, belonged to a superannuation scheme towards which contributions were being made. If persons were covered by more than one superannuation scheme, details were collected about the scheme to which they contributed most.

Persons not in the labour force. Persons who, during the reference week, were not in the categories employed or unemployed. They include persons who were keeping hours (unpaid), retired, voluntarily inactive, permanently unable to work, persons in institutions (hospitals, gaols, sanatoriums, etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the reference week was jury service or un-

paid voluntary work for a charitable organisation. Specific surveys of persons not in the labour force indicate that a number want to work but are not classified as unemployed because they were not actively looking for work and/or were not available to begin work in the reference week. Included in this group are the discouraged jobseekers and other persons marginally attached to the labour force.

Persons not in the labour force who wanted to work. Persons who:

- (a) in the four weeks up to the end of the reference week had taken *active steps* to find work but do not meet the criteria to be classified as unemployed; or
- (b) although claiming to have looked for work in the four weeks up to the end of the reference week, had not taken *active steps* to find work; or
- (c) in the four weeks up to the end of the reference week had not looked for work but in the survey answered 'yes' or 'maybe' to the question 'Even though you have not been looking for work would you like a full-time or part-time job?'

Persons who had re-entered the labour force. Persons who were working or looking for work in the reference week, had a period out of the labour force of at least twelve months duration that finished within the last twelve months and had worked continuously for at least twelve months at some earlier time.

Persons who had retired from full-time work. A person who had had a full-time job at some time and who had ceased full-time labour force activity (i.e. was not working full-time, was not looking for full-time work and did not intend to look for, or take up, full-time work at any time in the future).

Persons who retired from full-time work early. A person who retired from full-time work at age 45 or more but before the age of 60, if female, or 65, if male.

Persons who intended to retire from full-time work. Persons who were either working full-time or considered themselves to be working full-time, were looking for full-time work, would like full-time work or intended to take up full-time work at some time and who intended to retire from full-time labour force activity.

Persons who intended to retire from full-time work early. Persons who intended to retire from full-time work at age 45 or more but before the age of 60, if female, or 65, if male. Persons who did not know at what age they intended to retire from full-time work were not classified as intending to retire from full-time work early.

Persons who started a wage or salary earner job during the previous twelve months. Persons who had started a wage or salary earner job lasting two weeks or more during the twelve months up to the time of the survey. If more than one job was started during the twelve months, details were obtained about the most recent job started.

Persons with a post-school qualification. Persons who had left school and answered 'yes' to the question: "Since leaving school have you obtained a certificate, diploma, degree or any other qualification?". Respondents indicated which of the following groups best described their highest qualification: Degree; Trade qualification or apprenticeship; Certificate or diploma; Other post-school qualification.

Persons with marginal attachment to the labour force. Persons who were not in the labour force in the survey week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks.

Place of last residence. The 'continent' on which a person stated he/she last lived.

Preferred tapered retirement. Employees who wanted to work less than their current usual total working time in the period immediately preceding their retirement by working either fewer weeks per year, fewer days per week or fewer hours per day.

Preferred to work less. Employees who, given the opportunity, would have preferred to work less hours and receive commensurately less pay.

Preferred to work more. Employees who would have preferred to do so on the understanding that they would earn commensurately more pay.

Preferred to work the same hours. Employees who expected to continue earning the same amount of pay.

Present—see 'usually reside'.

Previous job. The job, full-time or part-time, that a person who had re-entered the labour force reported having worked in continuously for at least twelve months at some earlier time.

Proportion of total employees. The approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions. From 30 June 1985, the proportions of employees have been calculated using estimates of employees from the ABS Survey of Employment and Earnings. These estimates have been adjusted by adding Labour Force Survey estimates of employees in agriculture, forestry, fishing and hunting and in private households employing staff. For statistics for periods prior to 30 June 1985, estimates of employees were taken from the *Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners; the numbers of union members who were not employed (i.e. were unemployed, retired, etc.) will affect the percentages for a particular year and comparisons over time.

Public employees. Public employees comprise not only administrative employees but also all other employees of Commonwealth, State, local and semi-government bodies engaged in providing services.

Registered collective agreements—see ‘*collective agreements*’.

Relationship. Relationships by blood, marriage or adoption.

Retirement scheme. Superannuation schemes, life assurance policies or similar schemes that provide a financial benefit when a person leaves full-time work.

Second job. Wage and salary earner jobs, other than the main job in which some hours were worked during the reference week. A person who held more than one job is classified to the industry and occupation of the main job. Service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g. domestics, odd-job workers, baby-sitters, etc., are not counted as having a second job unless they also held another job of a different kind, nor are those who worked for more than one employer solely by reason of changing jobs during the reference week.

Sector. Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

Severance, termination and redundancy payments. Lump sum payments made to employees for unused leave and eligible termination payments. Severance, termination and redundancy payments are included as a component of earnings.

Shiftworkers. Employees who in the four weeks prior to the date of the interview worked two or more different work shifts. For the purposes of this survey, work shifts were two or more distinct periods of work within a 24-hour day between which employees were regularly rotated. Persons who worked fixed hours, i.e. those who did not work rotating shifts whether during the day or at night, were not classified as shiftworkers. Persons who, in establishments working several ‘shifts’, worked the ‘night shift’ only were not classified as shiftworkers but were generally classified as nightworkers.

Short-term movement—see ‘*long-term movement*’.

Sole parent. The head of a one-parent family.

Sponsored. Includes those migrants who had a family already in Australia who filled out papers for that person to come to Australia. These people are considered to have come to Australia under the Family Reunion criteria. Others who were sponsored had an employer or some other person or organisation, other than the Australian Government, fill out papers for that person to come to Australia.

State awards, determinations or collective agreements etc. Awards or determinations made by, and collective agreements registered with, State industrial arbitration authorities. The estimates shown for employees affected by State awards, etc. include a small proportion of employees affected by awards, etc. of State tribunals in other States. Similarly, in each Territory there is a small proportion of employees affected by awards, etc. of State tribunals in adjacent States.

State employees. Persons employed by all State government departments and authorities responsible to State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility e.g. universities. Following self-government the Northern Territory administration has been classified as a ‘State’ government.

State in which first settled. The State in which a person first lived for 12 months or more.

State lived in before settling. The State in which a person lived just before moving to State in which first settled.

Status of worker. Employed persons classified by whether they were employers, self-employed persons, wage and salary earners (employees), or unpaid family helpers.

Still at school. Current school attendance is recorded only for persons aged 15 to 20 years.

Superannuation. Costs refer to the total payments made by employers with respect to superannuation liabilities incurred. In the private sector payments take the form of actuarially determined contributions paid into a superannuation fund on a regular basis.

In the public sector the employer component of superannuation liability can be met in a number of ways. The cost to the employer can be met by:

- (a) actuarially determined contributions being paid into a superannuation fund on a regular basis.
- (b) meeting the cost of pension/lump sum benefits as they are actually paid out without making any contribution during the employees’ service.
- (c) setting aside moneys to partly meet the future cost of superannuation liability and meeting the remaining part of superannuation liability as the cost emerges.

As a result the value of superannuation costs shown for private sector employers directly relates to current employees. However, the value of superannuation shown for public sector employers relates in some cases to current employees and in other cases to former employees now receiving a pension or lump sum. In the latter case payments for superannuation will reflect the past structure and size of an organisation rather than current structure and size. For this reason public and private sector superannuation costs are not directly comparable.

Superannuation scheme. Any fund, association or organisation set up for the purpose of providing financial cover for members when they retire from full-time work.

TAFE. College of technical and further education.

Tertiary institution—see 'educational institution'.

Time not in the labour force during the year. The total number of weeks persons were reported as having neither worked nor looked for work (as defined).

Time since previous job. The total time since previous job.

Total employees involved in industrial dispute. The sum of the number of employees involved in each industrial dispute in a period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute the number of employees involved included in the statistics relate to the largest number of individual employees involved on any one day. Generally the *total* number of employees involved for each year will equal the sum of the *total* number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months (as published monthly in Catalogue No. 6321.0). Differences between monthly and annual aggregates can occur due to temporary cessations in the first month of the year of stoppages resuming in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

Total labour costs. Refers to the sum of gross wages and salaries, severance, termination and redundancy payments, payroll tax, superannuation costs, workers' compensation costs and fringe benefits tax.

Total membership of trade unions. The aggregate of the membership of individual reporting trade unions. Persons who are members of more than one union are counted more than once in the totals. The extent of this duplication is not known. Membership figures may be affected by differences in the concept of membership adopted by different unions or by the same union at different times.

Total training expenditure. The sum of employers' expenditure for employees' gross wages and salaries for time receiving and providing formal training, fees paid to consultants and institutions and other expenditure on formal training during the reference period.

Trade qualification or apprenticeship. Completion of an approved trade/technical apprenticeship in fitting and turning, hairdressing, plumbing, carpentry, etc.

Trade union (or employee association). An organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members. Non-

operating unions or branches, i.e. those with no members at the date of collection, are not included in the statistics.

Trainers' costs (including fees). Employees wages and salaries for time providing training plus fees paid to consultants and training institutions.

Training courses. Courses undertaken in order to improve career opportunities, or to maintain or learn new job skills related to job performance. Training courses may take place on-the-job or off-the-job. They consist of periods of instruction or a combination of instruction and monitored practical work experience which is associated with the instruction. Information was collected on the four main in-house and the four main external training courses attended in the last 12 months. This means that tables in this publication underenumerate training courses undertaken by persons who attended more than four in-house or external training courses.

Training expenditure per employee. Estimated training expenditure divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

Training expenditure per training hour. Estimated total training expenditure divided by the estimated total hours of training.

Training hours per employee. The estimated total number of hours of training received divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

Training subsidies and grants received from government sources. These are grants or subsidies received from the government for formal training of employees (e.g. CRAFT, the proportion of Jobstart relating to formal training etc). Subsidies received outside the Training Expenditure Survey reference period are excluded.

Underemployed full-time workers. Full-time workers who did not work full-time hours (i.e. did not work 35 hours or more) in the reference week for economic reasons, e.g. stood down, short time and insufficient work.

Underemployed part-time workers. Part-time workers who indicate that they would prefer to work more hours. Additional information was collected about those underemployed part-time workers who had been looking for work with more hours at some time in the four weeks up to the end of the reference week and who were available to start such work within four weeks.

Underemployment rate. The number of underemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

Underutilisation rate. The sum of the number unemployed and the number underemployed expressed as a percentage of the labour force in the same group.

Unemployed persons. Persons aged 15 and over who were not employed during the reference week, and:

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:
 - (i) were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week); or
 - (ii) were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant break-down.

The Job Search Experience of Unemployed Persons Survey excludes persons who are waiting to be called back to a full-time or part-time job from which they have been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant breakdown.

Unemployed persons classified by industry and occupation. Unemployed persons who had worked full-time for two weeks or more in the last two years are classified according to the industry and occupation of their most recent full-time job.

Unemployed persons looking for first job. Persons who had never worked full-time for two weeks or more.

Unemployment rate. The unemployment rate for any group is the number unemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

Unregistered collective agreements—see 'collective agreements'.

Unsponsored. Includes those migrants who came to Australia under special eligibility criteria. This category includes persons who came to Australia as migrants who did not require a visa, or who had some entitlement to come to Australia such as New Zealanders. Refugees were regarded as unsponsored and include any person who came to Australia under a refugee program. Other persons who were unsponsored include: persons who applied in their own country to come to Australia; Australians born overseas; persons who came to Australia on a temporary visa, on a working holiday, as a student, etc., and had since gained permanent residence.

Usually reside. Persons who were identified by the respondent as usual residents of the household at the time

of the survey. The terms 'usually reside' and 'present' are synonymous.

Wages and salaries for time providing training. The gross wages and salaries for the time spent by any employee providing formal training for the employees of the organisation. This includes the development, delivery, evaluation and administration of formal training. Also included is paid time and wages of support staff for time spent on activities related to the provision of training.

Weekend workers. Persons who usually worked at some time on either Saturdays or Sundays (or both). However, those persons for whom any regular working period ended early on Saturday morning or started late on Sunday night were generally not included as weekend workers.

Weekly award rates of pay. The weekly award rates of pay series for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

Weekly earnings. The amount of 'last total pay' prior to interview (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave etc.

Weekly total hours paid for. The hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

Weekly ordinary time earnings. One week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments, made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments and other payments not related to the reference period.

Weekly overtime earnings. Payment for hours in excess of award, standard or agreed hours of work.

Weekly total earnings. Weekly ordinary time earnings plus weekly overtime earnings.

Weeks taken. In recording the amount of leave, separate periods of the same type of leave taken by individual respondents within each month were aggregated. (It should be noted that the category 'less than one' includes persons who did not take leave because their period of service with an employer or in one industry was not long enough to qualify them for an entitlement). The number of weeks of leave taken in any month was calculated as follows:

<i>Consecutive working days absent in any month</i>	<i>Recorded as</i>
0, 1 or 2	less than one week
3-7	1
8-12	2
13-17	3
18-22	4
23 and over	5

When leave continued from one month into the next, the period of leave taken in each of the months was counted separately. The total amount taken for the period May 1988 to April 1989 is the sum of the amounts taken in each month, as defined above.

Worked. Those persons who reported having either worked or been on paid leave. Periods of one week or more on strike or time off without pay are not classified as worked.

Wife accompanying husband. A wife arriving in Australia with her husband or within 12 months.

Workers' compensation. Costs are determined in two ways:

(a) The majority of employees are covered for workers' compensation through the payment of premiums by the employer to an insurer. In these cases, workers' compensation costs are considered to comprise:

- premiums paid during the reference year;
- any workers' compensation costs not reimbursed by the insurer including 'make-up'

and 'excess' pay (which cover payments made by employers directly to employees as part of gross wages and salaries, over and above the amount paid as compensation by the workers' compensation insurer);

- premiums paid during the reference year to insure for claims made by employees for workers' compensation at Common Law.

(b) Certain employers may become 'self-insurers'. Workers' compensation costs for these employers are considered to be:

- payments made as part of employees' gross wages and salaries;
- lump sum payments;
- any other workers' compensation costs including legal, accounting, medical and administrative costs and 'catastrophe' insurance premiums;
- premiums paid during the year to offset liability at Common Law for workers' compensation;
- lump sum payments made to employees not reimbursed by an insurer, resulting from workers' compensation claims made at Common Law; and
- any other costs at Common Law for workers' compensation including legal, accounting, medical and administrative costs.

Costs which have been reimbursed from a workers' compensation insurer are not included in the estimates.

Working days lost. Time lost by employees directly and indirectly involved in the dispute, generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

Working days lost per thousand employees. Working days lost per thousand employees are calculated for the 12-month period from working days lost and estimates of numbers of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey.

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